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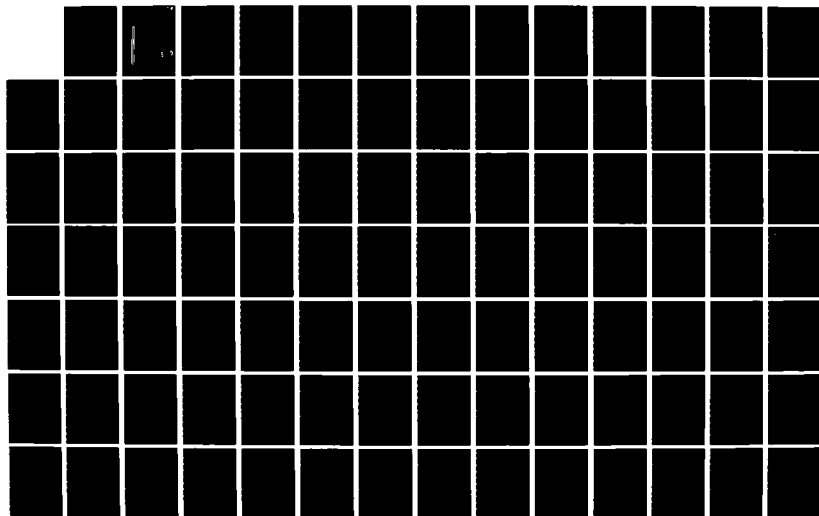
THE INITIAL DEVELOPMENT OF A SPOUSE ATTITUDE SURVEY(U)  
LEADERSHIP AND MANAGENENT DEVELOPMENT CENTER MAXWELL  
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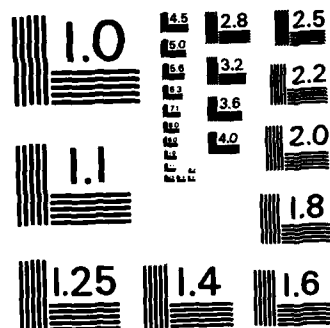
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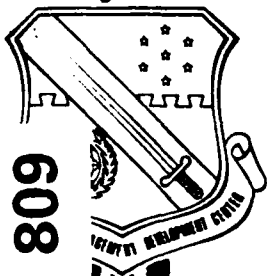




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# THE INITIAL DEVELOPMENT OF A SPOUSE ATTITUDE SURVEY

MAJOR JON A. MILLER, USAF  
MAJOR DONALD F. MARTIN, USAF

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LMDC-TR-85-4

Technical reports prepared by the Leadership and Management Development Center (LMDC), Maxwell Air Force Base, Alabama, report a completed research project documented by literature review, references and an abstract. Technical reports are intended primarily for use within the Air Force, but may be distributed to researchers outside the USAF, both military and civilian.

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This report was adapted from Air Command and Staff College Research Report 81-1720 entitled The Initial Development of a Spouse Attitude Survey (u), by Major John A. Miller, USAF, and Major Donald F. Martin, USAF.

LMDC-TR-85-4 has been reviewed and is approved for publication.

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## EXECUTIVE SUMMARY

REPORT NUMBER: LMDC-TR-85-4

AUTHOR(S): MAJOR JON A. MILLER, USAF  
MAJOR DONALD F. MARTIN, USAF

TITLE: THE INITIAL DEVELOPMENT OF A  
SPOUSE ATTITUDE SURVEY

I. Purpose: To produce a survey instrument that can measure the attitudes of spouses of Air Force active duty personnel. This information will be collected by the Leadership and Management Development Center (LMDC), and used to provide commanders with feedback in comparison to narrative data. A future purpose will be to investigate Air Force trends and issues.

II. Need for the Study: To establish a current data base on Air Force member spouse's attitudes concerning job satisfaction and the environmental factors of the base. This information may give insight in retention, job satisfaction, and productivity of the Air Force member. A sample of 266 active duty Air Force spouses completed the initial survey instrument. This data gave initial information for item selection for the future field test survey.

III. Significant Findings: Basic analyses were conducted to determine initial item selection and administrative checks on the system. The completed analyses included interview data, written comments, a frequencies distribution, means and standard deviations of all items. From the initial data several items were found to be misleading, redundant, or unnecessary. Although the sample was not adequately distributed to all enlisted and officer grades in the Air Force, it was considered large enough for the purposes of this initial process.

IV. Recommendations: It is recommended that the survey undergo initial change as proposed. This revision should consider the items recommended for deletion, items recommended for change, and items recommended for additional testing. After accomplishing the above, the survey should be field tested by LMDC during their visits to Air Force installations.

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## CHAPTER I

### INTRODUCTION

In recent years, the importance of the family has become recognized by Air Force leaders and top level managers. Research conducted in this area points out the linkage of spouse attitudes toward retention, job satisfaction, and commitment. Major research has been accomplished by the Navy, Army, and the Air Force on family influences on the military member. Attitudes of Air Force spouses have had very little study. There is a need for continued study of the attitudes of the spouse and how these attitudes may affect the military member. The need for a program is essential, and from the problems noted in the work already accomplished, a continued more refined program is warranted. To accomplish the program a survey instrument was selected.

The construction of a survey instrument is an involved and complex process. It will be the purpose of this project to complete the stages through initial development, item reduction, preliminary validation and final field testing. The process of development will center on item analyses accomplished by statistical analyses, written comments, and interviews.

This study will provide a vehicle to examine the attitudes of the spouse through the use of a survey instrument. The

survey instrument will fill the void of current information on spouse attitudes. The data base that will be built from a completed survey will provide current information for top Air Force leaders to study and understand the changing Air Force. This instrument will also provide information from which relationship of key factors on retention, job satisfaction, and productivity can be drawn. For example, a data base could be built by administering the survey to Air Force spouses in a coordinated effort by the LMDC. During an LMDC visit to an Air Force installation the survey would be given to the Air Force member for voluntary completion by the spouse. The Air Force member would return the completed survey to an LMDC representative. The mail back procedure could be used as an alternate method to return the completed survey to LMDC.

From this data base further analysis can be accomplished to establish certain facts about the Air Force spouse attitudes and how those attitudes affect the Air Force member.

## CHAPTER II

### LITERATURE REVIEW

While there is not abundant literature that relates specifically to the measurement of the attitude a spouse has toward the Air Force member's job, there is a significant body of knowledge that deals with spouse and family attitudes as it relates to military life issues. Some of the studies available suffer from various limitations such as narrowly defined samples and inadequate controls. However, taken as a whole, the available research at least strongly suggests that family factors play a significant role in influencing career intentions and decisions. The research provides little precise information, however, the specific concern of this study is to develop a survey instrument that measures spouse attitudes toward the Air Force member's job and environmental factors.

Significant studies that deal with military family research from 1975 through 1980 can be found in The Literature on Military Families, 1980: An Annotated Bibliography (Hunter, Dulk, Williams, 1980). There are over 400 references in this publication that study the following subject areas: POW, MIA, long separations, job satisfaction, child abuse, and stress. Additionally, there is an extensive study by Westinghouse Public Applied Systems Division entitled Readings for

Navy Family Research. The purpose for the study was to develop a plan for systematically targeting Navy research on the most critical family issues. Based on the extensive literature reviews that exist, only those studies that have specific implications for this survey are mentioned herein. Some of the significant studies that pertain directly to spouse attitudes found in Hunter's annotated bibliography are: Beck (1979), believed that the Air Force Command needs to better explore and understand the role of the military wife; Grace, Holter, Provenzano, Copes, and Steiner (1976), summarized research on Navy wives' attitudes and opinions about Navy life and their relationship to the husbands' reenlistment; Gregory (1976), surveyed Air Force spouses and concluded that non-career oriented individuals were more negative in their responses than career-oriented personnel; Schaefer (1978), studied Navy wives to determine their perceptions of their roles as Navy wives, their roles in influencing their husbands' career choices, and their attitudes toward an increasingly sexually integrated Navy; Woelfel (1979), examined the effect family life has on a soldier's job performance, job satisfaction, and retention.

In addition, Howells' (1976) paper closely relates to the selected topic, describes and examines the attitudes of a specific category of Air Force wives. The study tests two hypotheses. First, the wife of a mid-career officer (Major) has a favorable attitude toward the Air Force life style. Second, a wife of today's mid-career officer has a positive attitude about her husband's profession. He also made

comparisons between the military and civilian spouse attitudes. Howells indicated that the civilian executive has been a front runner in realizing that the spouse has a very important part in making a contribution toward a member's successful career. His study addressed only 23 of the 116 questions. Howells studied the wife's attitude toward Temporary Military Duty (TDY), frequent military moves, doing volunteer work, prestige of a military spouse, and how the spouse felt about her role as the wife of an Air Force member. A limitation to this research was that the population sample applied only to wives of Air Force Majors. Howells (1976), found that over 90 percent of spouses were interested in being kept up-to-date on subjects relating to military life style; that geographic location and cost of living were the most important factors in making an assignment unattractive or undesirable; that 44 percent disagreed that an individual gets more of an even break in civilian life; and that 82 percent liked being the wife of a serviceman.

Orrell (1980), conducted research on how family strength affects retention, performance and productivity. In his study, Orrell addressed the family situation from two basic assumptions. First, the commander of the Air Force organization has tremendous effect on his subordinates insofar as their conduct during TDY, and the activities allowed at social functions. Second, he discussed the position that military clubs are not the main place for socializing for many military families that live off of the military installation. Orrell's assumptions may be correct, but they are not supported by fact. For

example, Orrell did not use supporting evidence to present a valid case for his assumptions. Also, there is no supporting data from other sources to substantiate his assumptions.

Orrell did conclude that pay and benefits need to be guarded and increased whenever possible, family separations are hard on the family, families feel helpless in their lack of real input into the assignment process, many of the lower ranking members are dissatisfied with housing, the Air Force, Base Assistance, and Aid Programs are currently meeting the physical needs of the Air Force people.

Simonson (1980), developed a survey that pertained to the Air Force Morale, Welfare and Recreational (MWR) program. This survey was reproduced for use by MWR personnel. It is a fairly extensive instrument that contains items concerning all services provided by Morale, Welfare, and Recreation division. The items within the survey include the clubs, child care center, auto hobby shop, wood hobby shop, gym and bowling lanes. Information from Simonson's survey proved useful in the development of the spouse attitude survey. This survey provided items that were useful in developing the spouse attitude survey. These items are addressed in the areas indicated above.

Additional related research was sponsored by the Office of the Chief of Chaplains, USAF. This study was conducted by Orthner (1980), and assistants of Family Research Analysis, Inc. Separate questionnaires were assigned for military members, spouses, and single parents. The survey gathered data

Frequency	Type
6	USAF medical facilities: Cannot get appointments/personnel rude/doctors not concerned or caring
1	Limited spouse employment due to PCS (ACSC)
1	PCS moves disruptive/costly
1	Spouse treated as extension of member
1	Salary too low
1	Officers' Open Mess: Personnel rude/service poor
1	AAFES: personnel rude/poor quality of goods

Figure 3. Type and Frequency of Written Comments Pertaining to Air Force

Some of the criticism identified in Figures 2 and 3 above is due to the fact that when the majority of the spouse sample completed the survey, they had only been at MAFB for approximately six months. For example, negative or neutral comments about base recreational facilities, wives club activities, housing and employment might vary if the assignment was on a longer basis, such as a three or four year tour.

Some participants indicated that the range of item choices was too broad and seriously reflected on the overall quality of the survey. One spouse opined that the difference between "slightly agree" and "moderately agree" was ludicrous, and suggested that five responses would provide a sufficient range.

Specific survey items and recommendations will be identified in Chapter V of this study.

different if the survey had been administered at their last military base of assignment. It should be noted that three of the four people interviewed were spouses of Air Force members who were attending ACSC for ten months at MAFB, AL.

#### WRITTEN COMMENTS

Approximately 40 written comments were received regarding the survey. Over 95 percent of these comments were negative, and were either critical of the Air Force or the survey. The following charts indicate the type and frequency of written comments that were received pertaining to the survey instrument and the Air Force:

Frequency	Type
6	Background questions too detailed
3	Response range too wide
3	Not applicable to ACSC students/spouses
3	Job related items (Items 85 through 120)
2	Typing errors
2	Word selection in items confusing
2	Survey too non-specific
1	Waste of time/won't do any good
1	Too much like an examination
1	Title should be changed
1	Item selection too narrow
1	Specific items/sections were similar
1	Instructions not clear
1	Insufficient time on station to comment on facilities, etc.
1	USAF member promoted on own abilities, not spouses

Figure 2. Type and Frequency of Written Comments Pertaining to Spouse Attitude Survey Instrument



Background Information (Items 1 through 84). One person after completing the survey did not understand the necessity for question 5, Ethnic Group information. She believed this question would be relevant only if the attitudes of a particular race of people were being studied.

Another spouse wondered why so much background information was requested. This individual felt as if she had completed a "survey within a survey."

Questions 85 through 120. These items pertained to spouse attitude(s) toward the Air Force member's job. Comments received on specific items in this area include the following:

Question 94: Meaning of the word "commensurate."

Question 96: Meaning of the question is confusing.

The question could be phrased better.

Question 114: Meaning of the phrase, "filling the squares."

Related Interview Comments. Several of the spouses opined that the survey was much too long, and that some of the questions were almost identical. Some participants checked back to insure they answered similar sounding items the same way each time.

Response to the Survey. Most of the spouses interviewed were pleased that an Air Force survey was being developed to measure attitudes. Although two of the four indicated that their responses would probably not effect their quality of life in the Air Force or result in any immediate changes. Most of the spouses stated that their answers would probably be

Instructions for (Survey) Section I. A review of this section resulted in several comments from three of the respondents. This section, as currently designed, contains four basic paragraphs or short sentences that request information regarding sex, age, spouse's military status and pay grade.

Three out of four of the spouses did not understand that the instructions actually requested them to write-in their particular sex. They concluded that it was sufficient to only blacken the appropriate oval marked "(M)" and "(F)." A review of all the response sheets confirmed that the majority of the spouses did not indicate their sex by writing.

In paragraph 3 of Section I, one respondent indicated that the spouse option listings should also included the word "civilian" and not just "GS."

In regard to paragraph 4 of this section, one of the spouses interviewed stated that the instructions on the top of the page requested status and pay grade, while the actual response options included only Air Force member information, i.e., "spouse's status," and "spouse's pay grade." In other words, although the survey was designed to measure spouse attitude, the instructions were asking for details about the Air Force member and not the spouse. Another person did not understand why the officer numerical options, such as Captain O-3, would be the same as Senior Amn, O3.

Instructions. There were no comments germane to the instruction section on page 4 of the survey instrument. (See Appendix C)

were representative of the overall spouse population that completed the initial survey instrument. Each spouse was interviewed separately and was asked to review every section and item on the survey. If any section or question of the survey resulted in either a positive or negative response it was discussed briefly and recorded. If there were no comments (neutral) the spouse would merely proceed to the next area. When a review of the structured part of the survey was complete, each spouse was asked if there was any additional questions or comments that would be pertinent to the survey as it may relate to spouse attitudes. Results of the interviews will be presented by sections, as they appear in the survey instrument.

General Information. Each spouse read and understood this portion of the survey. Two of the four spouses interviewed indicated they would like more detailed information about where their item responses would ultimately "end up." One respondent said she was always concerned about completing any survey when it involved her family or spouse because of the "effect" it may have on her husband's job. Even though the introduction section assured confidentiality, she had always been skeptical about surveys. Another spouse indicated the general information section should be "upbeat" and more "hard hitting." It should get right to the point and demonstrate exactly how this survey will effect her quality of life in the Air Force. Without this, she stated that her responses had a sense of indifference.

Privacy Act Statement. There were no comments about this section.

## CHAPTER IV

### RESULTS

This chapter has been divided into two main sections. The first section provided a basic analysis of the survey instrument through information received in personal interviews and by written comments. The second section will summarize the statistical results of spouse attitude responses.

#### SECTION I

Each person that completed the Spouse Attitude Survey was encouraged to read every section and each item carefully. If they did not think that a particular item was valid, or if the instructions were not clear, they were requested to provide their comments. This would include an evaluation of the General Information and Instruction Sections, the basic lead instructions prior to each set of questions, and Privacy Act Statement, phrasing of the items, and any other suggestions or recommendations that would improve the instrument. Responses to this request were received through personal interviews and by written correspondence and will be presented separately.

#### PERSONAL INTERVIEWS

The individuals interviewed were selected at random and

analysis. The analysis was limited to a frequency distribution, means and standard deviations. Further analysis (for example, factor analysis) was beyond the scope of this project. Indeed, any further analysis might prove to be confusing based on the nonrepresentativeness of the sample. Recommendations for inclusion, exclusion and revision were possible based on the existing data.

The ACSC spouses were supplied the survey through their mates. An envelope with the survey (Appendix A), scan sheet, and an instruction sheet (Appendix B) was handed out in each ACSC seminar to the ACSC students. The students took them home and returned the completed survey to the seminar faculty instructor. There were 341 surveys distributed and 229 were returned for a 67 percent return rate.

The NCO Wives Club was visited at their monthly meeting in February, 1981. A short presentation was given to the members on the reason for the survey and instructions were given on how to fill out the scan sheets. After their business meeting, the interested members were supplied with the survey. They were asked to return the completed survey through the base distribution system. There were 20 surveys distributed with 8 surveys returned for a 40 percent return rate.

Three methods of analyses were used. First, interviews were conducted for additional data. Two officers' spouses and two enlisted spouses were interviewed. The interview included a discussion of each item in the survey to insure clarity, consistence of meaning and validity. The details of the interviews are discussed in Chapter IV.

Second, comments were solicited from the spouses as another avenue to producing a quality survey. Forty respondents contributed to this process. These comments will be discussed in Chapter IV in detail.

The final validity check used was a form of statistical

## PROCEDURES

The initial draft survey was first administered to the MAFB Officers' Wives Club (OWC) at a January, 1981 meeting. A table was furnished on which the survey, scan sheet, instructions and envelopes were placed. As members of the OWC moved throughout the series of displays they were furnished information about the survey. The survey was explained in detail to the interested members. The members were instructed to complete the survey and have the Air Force member return the package through MAFB distribution system. There were 60 surveys distributed and 29 were returned. (See Figure 1) A return rate graph was constructed to monitor the data collection. Figure 1 shows the number and response time. The survey was distributed to the OWC members on 21 January 1981.

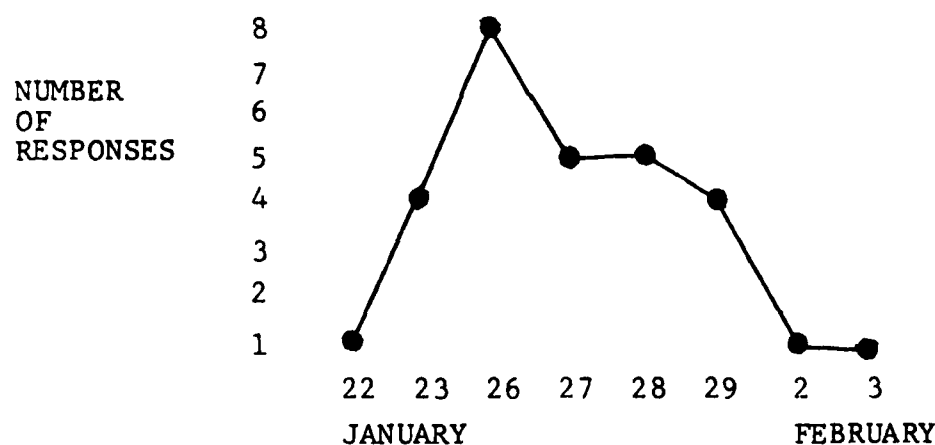


Figure 1. Number of Responses and Response Time

This procedure approximated a mail back process, a procedure which is still under evaluation.

instruments. These questions came from surveys conducted by Orthner (1980), Orrell (1980), Howells (1976), Simonson (1980), and USAF Quality of Air Force Life Survey (1975). A number of these items had to be rewritten to address the spouse since many of the survey items were written for the service member. Additional questions were formulated through interviews with Air Force spouses. The initial survey was reduced from 147 items to 120 items by a qualitative review by research experts from LMDC. The final draft survey is contained in Appendix A.

### SUBJECTS

The subjects selected for the initial item selection of the survey instrument were members of the Maxwell AFB (MAFB) Officers' Wives Club, MAFB Noncommissioned Officers' Wives Club, and the spouses of Air Command and Staff College (ACSC) Class of 1981. There were 266 subjects surveyed of which 100 percent were female, 99 percent were officers' spouses, and 1 percent were enlisted spouses.

The average age of the subjects was 34 with the range of 26 years to 48 years old; the level of education ranged from high school to Master's Degree. The percentages of the various categories were 12.1 percent high school, 38.2 percent some college, 36.7 percent Bachelor's Degree, and 12.9 percent Master's Degree.

It is recognized that this is not a representative sample. However, for the purpose of the initial item reduction and selection, the sample is considered adequate.



## CHAPTER III

### METHODOLOGY

A literature review of selected writings on family attitudes and other survey instruments concerning spouse attitudes provided a basis for structuring the survey instrument. Articles written by top ranking USAF officers and the importance placed on building a data base on spouse attitudes by Headquarters USAF working group has also added interest and a new field for further study in this area.

This survey instrument was designed in the same format as the Organizational Assessment Package (OAP) developed by Hendrix and Halverson (1978). The seven response category Likert Scale was used to facilitate administration and insure comparability with the OAP data base. The Likert Scale utilizes statements instead of questions to determine the extent to which respondents hold a particular attitude or perspective (Babbie, 1973). The use of a fairly brief statement was used to summarize the attitude in a response that can be applied by respondents to the Likert Scale. The responses were: "strongly disagree" to "strongly agree," "extreme dissatisfaction" to "extreme satisfaction," and "not at all" to "to a very great extent."

The majority of questions were selected from existing

satisfaction and spouse's attitude toward environmental factors. These areas have been studied to some degree as reviewed in Chapter III, however, further study is necessary to build a data base to indicate trends and areas of interest.

cross-reference to the Air Force members data retrieved from the OAP. This information can then be made readily available to high level Air Force leaders.

The leaders of the Air Force are very interested in the spouse attitude as shown by the family retention working group organized by the Chief of Staff of the Air Force in December 1978. The working group met in June of 1979 to finalize recommendations made during two previous meetings. The group was composed of Air Force members from Air Staff that included the Personnel Plans Office, Engineering and Services Office, Chief of Chaplain's Office, and Special Services Office. Of the 18 initiatives that were considered to be major concerns, 17 directly affected the Air Force member and spouse. A few of the more important initiatives established were: establish focal point for family issues, use the terms "family member" or "spouse" in lieu of "dependent," develop survey/research plan to define the interaction between the Air Force families, authorize personal use of AUTOVON by USAF members and families during TDYs and unaccompanied tours, provide cost-sharing dental health insurance for Air Force family members, lessen the "hassle" associated with inspections when clearing base housing, and reinstate VA benefits for military members who sell their homes in other than "refinanced" condition when moving in conjunction with a PCS move.

These initiatives indicate that there is a definite need to study and measure the Air Force spouse attitudes. The areas of interest are spouse's attitude toward Air Force member's job

that included the following: personal and family background, number of children, Air Force attractions and disappointments, job responsibilities, morale, family finances, attitudes toward Air Force life, family programs, interests and needs, support groups and services and religious preferences and participation. Married respondents were also questioned about their marital relationship and commitment, marital communication, marital disagreements, family role values, and household responsibilities.

Additionally, Orthner studied child care, recreation services, dental care, marriage counseling, and parent education. The findings are as follows: child care--longer hours and better quality programs needed; dental care--lack of dental benefits is an important irritant; marriage counseling--couples who are having difficulty in their marriage need more readily available help; parent education--many parents are having difficulty with their children and need information, programs and support. Orthner stated,

. . . the attitudes of spouses are very important to the job morale and commitments of Air Force members. While a supportive husband or wife can make a job more meaningful, a complaining spouse can make it more miserable. Likewise, spouses can either compensate or echo the frustrations felt by the member in his or her job. (Orthner, 1980, p. 52)

The attitudes of spouses need to be further studied to determine how much influence the spouse has on the Air Force member. The analysis of attitudes of the Air Force spouse has to be an ongoing study that will determine what programs the Air Force needs to provide. The data base will grow as the surveys are returned and the potential will exist to

## SECTION II

In addition to the written and interview data, an analysis of the survey data was performed. This analysis includes the responses of 266 spouses. The data are portioned into two major areas. Appendix C includes information on demographic nature of the sample. The data include the absolute frequency for each response alternative, an adjusted percentage, and the modal (or most frequent) response. This information includes all responses to the first 15 questions in the initial survey instrument. It is not the purpose of this investigation to elaborate on the actual findings, but merely begin evaluation of the appropriateness and completeness of any given question. The raw data, as described in Appendix C, are used as a basis for recommendations in Chapter V.

The second major area is the analysis on the content items. These data are presented in Appendix D. The format for these items includes an absolute frequency distribution for the responses, the mean response (average) and the standard deviation (indication of the variation of responses about the mean response). This information was used to help identify those items that were recommended for deletion (Chapter V). Specifically, any question that had more than 10 percent of the responses (26) in the "zero" or "not applicable" category indicated an area of potential concern.

## CHAPTER V

### DISCUSSION, CONCLUSIONS AND RECOMMENDATIONS

#### DISCUSSION AND CONCLUSIONS

The purpose of this chapter is to make some general recommendations regarding further improvement of the initial survey instrument based on the information developed during this study. A review of the statistical data, written responses, and interview comments as contained in Chapter IV indicates that the survey instrument may be more relevant to the intended objective if various questions were deleted or modified. For the statistical perspective, an item was identified for deletion if the absolute frequency of zero responses exceeded 26, or 10 percent of the total responses. Most of the criticism regarding the survey was received through written responses. Therefore, if an item, response alternative or section of the survey received more than two written responses, it was considered for additional review and possible deletion. Also, items that received a written response along with either an interview comment or statistical indicator were deleted from the survey. It should be noted that the written responses may be more meaningful than the interview comments when analyzing future items for the survey. During interviews, the spouses were aware that the interviewer had also assisted in the development of the survey, and

it is possible that some critical comments were inhibited. With this interview restraint in mind, it was considered significant if a spouse responded with a negative comment to any questions or sections of the survey. These items were evaluated further, compared with other sections and items, and where appropriate, were deleted. The following two charts will present items by number that are being recommended to either be deleted or changed:

Item	Statistical Data	Written Response	Interview Comments
5.			x
13.		x	x
14.	x	x	x
15.	x	x	x
16.		x	
21.		x	
22.		x	
24.		x	x
25.		x	
27.		x	
32.		x	
90.		x	
96.		x	x
102.		x	
119.	x	x	
120.		x	

Figure 4. Items Recommended for Deletion from the Survey Instrument

Several of the questions in Figure 4 were similar in content to other questions in another section of the survey: questions 22 and 93; 24, 117 and 120; 25, 95, 113, and 119; 85, 97, and 102. Questions 90 and 111 also seemed to have some

overlap. For a review of these specific questions, see Appendix A. However, in these instances the information sought was considered germane to the purpose of the survey, and therefore, one question in each topic area was selected to remain in the initial instrument.

Some essential questions need to be changed due to word usage and phraseology. The chart on the following page indicates those questions.

### RECOMMENDATIONS

#### Recommendation One

Many of the environmental questions related to base recreational and service facilities such as the golf course, arts and crafts, bowling lanes, auto hobby shops, and the child care center. Each of these areas had an average of five response alternatives and in some instances went into considerable detail.

Recommend that the base recreational and service facilities questions be further evaluated and five or six basic questions be developed regarding these areas, with one question per topic area.

#### Recommendation Two

One of the limiting factors of this survey was the size and composition of the sample.

Recommend that a modified survey instrument be administered to a larger spouse population representing a greater variety of both officer and enlisted Air Force members.



Item	Statistical Data	Written Response	Interview Comments
7.		x	
8.		x	
19.		x	
29.		x	
30.		x	
31.		x	
33.		x	
38.		x	
39.		x	
41.		x	
42.		x	
43.	x		
44.	x	x	
45.	x	x	
46.	x	x	
47.	x	x	
48.	x	x	
49.	x	x	
50.	x		
52.	x		
53.	x		
54.	x		
55.	x		
56.	x		
57.	x		
58.	x		
59.	x		
60.	x	x	
61.	x	x	
62.	x	x	
63.	x	x	
64.	x	x	
65.	x	x	
66.	x	x	
67.	x	x	
68.	x	x	
69.	x	x	
70.	x		
71.	x		
72.	x		
73.	x		
74.	x		
75.	x		
76.	x		
77.	x		
78.	x		
79.	x		
80.	x		
81.	x		
82.	x		
84.	x	x	
85.		x	
90.		x	
93.		x	
94.			x
95.		x	
97.		x	
106.		x	
107.		x	
111.		x	
113.		x	
114.		x	x
117.		x	x

Figure 5. Items Recommended For Change

### Recommendation Three

The General Information and Basic Instruction Sections of the survey contained areas that were misinterpreted by respondents.

Recommend that the sections identified above be reviewed and presented in a more simple format, and information that is not essential should be deleted.

### Recommendation Four

Spouses indicated in written and interview comments that the response ranges were too wide. This was especially noted where the spouse was provided response options such as "moderately dissatisfied" to "slightly dissatisfied."

Recommend that where appropriate, consideration be given to narrowing the response range from seven options to only five.

### Recommendation Five

The analysis was limited to a frequency distribution, means, and standard deviations.

Recommend that further analysis (for example, factor analysis) be conducted at a time in the future when data base has been expanded.

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## CONTINUED

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Woelfel, J. C. Family life and job performance in the United States Army. Paper presented at the Western Regional Meeting of the Inter-University Seminar on Armed Forces and Society, Monterey, CA, May 1979.

APPENDIX A

SURVEY INSTRUMENT

### GENERAL INFORMATION

This is a new survey. The results can be important to military families worldwide. This survey concerns you, the SPOUSE of the Air Force member, and your attitude about the Air Force as a way of life. You will be responding to questions relating to base services, medical services, recreational facilities, your spouse's job, and other factors that relate to your quality of life.

This is not a test, there are no right or wrong responses. For the results to be useful, it is important that you respond to each statement thoughtfully, honestly, and as frankly as possible.

Your response will be processed by automated equipment. Your individual response will remain confidential, as it will be combined with the responses of many other persons, and used for Air Force-wide studies.

THANK YOU FOR YOUR PARTICIPATION

## PRIVACY ACT STATEMENT

In accordance with AFR 12-35, The Air Force Privacy Act Program, the following information about this survey is provided:

a. Authority: 10 U.S.C., 3012, Secretary of the Air Force: Powers and Duties, Delegation by Compensation E.O. 9397, 22 Nov 43, Numbering System for Federal Accounts Relating to Individual Persons.

b. Principal Purpose: The survey is being conducted to assess spouse attitudes across a variety of issues relating to Air Force life style.

c. Routine Uses: Information provided by respondents will be treated confidentially. The averaged data will be used for strength and weakness identification of various programs and for Air Force wide research and development purposes.

d. Participation: Response to this survey is voluntary. Your cooperation in this effort is appreciated.

## INSTRUCTIONS

1. All statements may be answered by filling in the appropriate spaces on the response sheet provided. If you do not find a response that fits your case exactly, use the one that is the closest to the way you feel.
2. Be sure that you have completed Section 1 of the response sheet, as instructed by the survey administrator, before beginning Section 2.
3. Please use the pencil provided, and observe the following:
  - Make heavy black marks that fill the spaces.
  - Erase cleanly any responses you wish to change.
  - Make no stray markings of any kind on the response sheet.
  - Do not staple, fold or tear the response sheet.
  - Do not make any markings on the survey booklet.
4. The response sheet has a 0-7 scale. The survey statements normally require a 1-7 response. Use the zero (0) response only if the statement truly does not apply to your situation. Statements are responded to by marking the appropriate space on the response sheet as in the following example:

Using the scale below, evaluate the sample statement.

- |                                |                      |
|--------------------------------|----------------------|
| 1 = Strongly disagree          | 5 = Slightly agree   |
| 2 = Moderately disagree        | 6 = Moderately agree |
| 3 = Slightly disagree          | 7 = Strongly agree   |
| 4 = Neither agree nor disagree |                      |

Sample Statement. My spouse is happy in the Air Force

If you moderately agree with the sample statement, you would blacken the oval (6) on the response sheet.

Sample Response:      NA  
                         (0)    (1)    (2)    (3)    (4)    (5)    (6)    (7)

5. When you have completed the survey, please turn in the survey materials as instructed in the introduction.



# Instructions for Section 1

The only blocks you will be required to complete in Section 1 of your response sheet are as follows (please use a #2 lead pencil):

#1 Sex                      #2 Your age is                      #3 You are                      #4 Your pay Grade is

1. In block #1 write in either "Female" or "Male" as appropriate to you. Also, indicate your "sex" by blackening the "M" oval if you are male, or the "F" oval if you are female.

Sex  
Female  
(M)  
(F)

Your age is

2. In block #2 write in your age and blacken the corresponding numbered ovals.

38  
\_\_\_\_\_  
(0)  
(1)  
(2)  
(3)  
(4)  
(5)  
(6)  
(7)  
(8)  
(9)

3. In block #3 write in your SPOUSE'S status. For example: A sergeant is "Enlisted," a Major is an "Officer." If your spouse is a civilian, write in "Civilian." Blacken the oval to the right of the word that identifies your spouses' status.

Your spouse  
is  
\_\_\_\_\_  
Officer (O)  
Enlisted (E)  
GS (GS)

4. In block #4 write in both numbers of your SPOUSE'S pay grade. For example: For the rank of Major, you would blacken "04." For the rank of Staff Sergeant you would darken "05." Please note the rank structure chart below.

				Your Pay Grade is	
2nd Lt	01	Airman Basic	01	(0)	(0)
1st Lt	02	Airman 1st	02	(1)	(1)
Capt	03	Senior Amn	03	(2)	(2)
Maj	04	Sgt	04	(3)	(3)
LtC	05	Staff Sgt	05	(4)	(4)
Col	06	Tech Sgt	06	(5)	(5)
BG	07	Master Sgt	07	(6)	(6)
MG	08	Senior MSgt	08	(7)	(7)
LG	09	Chief MSgt	09	(8)	(8)
G	10			(9)	(9)

5. Please do not complete any other blocks in Section 1.

## BACKGROUND INFORMATION

This section of the survey requests background information that may be applicable to either you or your spouse. This information is necessary for us to look at Air Force-wide issues, not to identify individuals. Please use the separate response sheet and darken the oval which corresponds to your response to each question.

1. Total years spouse has in the Air Force:

1. Less than 1 year.
2. More than 1 year, less than 2 years.
3. More than 2 years, less than 3 years.
4. More than 3 years, less than 4 years.
5. More than 4 years, less than 8 years.
6. More than 8 years, less than 12 years.
7. More than 12 years.

2. Total months at this station (base):

1. Less than 1 month.
2. More than 1 month, less than 6 months.
3. More than 6 months, less than 12 months.
4. More than 12 months, less than 18 months.
5. More than 18 months, less than 24 months.
6. More than 24 months, less than 36 months.
7. More than 36 months.

3. Total years you have been married to your spouse:

1. Less than 1 year.
2. More than 1 year, less than 4 years.
3. More than 4 years, less than 8 years.
4. More than 8 years, less than 12 years.
5. More than 12 years, less than 16 years.
6. More than 16 years, less than 20 years.
7. More than 20 years.

4. Where is your home located?

1. On the base to which my spouse is assigned
2. On another military installation
3. Off Base, renting an apartment
4. Off Base, renting a house
5. Off Base, buying a house

5. Your Ethnic Group is:

1. American Indian or Alaskan Native
2. Asian or Pacific Islander
3. Black, not of Hispanic Origin
4. Hispanic
5. White, not of Hispanic Origin
6. Other



DEPARTMENT OF THE AIR FORCE  
AIR COMMAND AND STAFF COLLEGE (ATC)  
MAXWELL AIR FORCE BASE, ALABAMA 36112

CV

23 JAN 1981

Spouse Attitude Survey

ACSC Spouses

1. We need your help to make the Air Force a better place to live and work. Majors Miller (Seminar 21) and Martin (Seminar 35) are helping the Leadership Management Development Center (LMDC) validate the attached survey instrument. Your response to the survey will help in that process.
2. Please read each question carefully and select the response closest to your beliefs, opinions, or feelings. Participation is voluntary.
3. Please return the survey and answer sheet to your FI no later than 3 February 1981. Thank you for your cooperation.

ROBERT W. KLINE, Colonel, USAF  
Vice Commandant

1 Atch  
Survey

APPENDIX B

GENERAL INSTRUCTIONS

Below are items which involve various aspects of your spouse's job. Indicate your agreement by choosing the phrase which best represents your opinion.

- |                         |                                |
|-------------------------|--------------------------------|
| 1 = Strongly disagree   | 4 = Neither agree nor disagree |
| 2 = Moderately disagree | 5 = Slightly agree             |
| 3 = Slightly disagree   | 6 = Moderately agree           |
|                         | 7 = Strongly agree             |

Select the corresponding number for each item and enter it on the separate response sheet.

- 102. My spouse's abilities are fully used in his/her current job.
- 103. My spouse has an important job.
- 104. Job security is the main reason I would encourage my spouse to keep his/her job.
- 105. I am glad my spouse chose the Air Force as a career.
- 106. My spouse should be paid more because of the importance of his/her job.
- 107. It would take a sizeable raise in pay for my spouse to stay in the Air Force.
- 108. My spouse's job is routine.
- 109. My spouse's job is very important to the Air Force.
- 110. I accept extended separation as a normal aspect of my spouse's job.
- 111. My spouse's job is ideal for his/her educational background.
- 112. My spouse's job requires too much TDY.
- 113. Frequent separation due to TDY has caused serious problems within our family.
- 114. My spouse has to devote more time to "filling the squares" than to doing the job.
- 115. My spouse feels positive about his/her contribution to the Air Force.
- 116. My spouse has to devote more time to his/her job than his/her civilian counterpart.
- 117. I would encourage my spouse to extend his/her military career if there were fewer moves.
- 118. My spouse has attained the status in his/her job he/she sought on entering the Air Force.
- 119. Extended TDY has increased my spouse's interest in our family life.
- 120. The strain of PCS moves on family life is an important factor in my spouse's career decision.

1 = Strongly disagree  
2 = Moderately disagree  
3 = Slightly disagree

4 = Neither agree nor disagree  
5 = Slightly agree  
6 = Moderately agree  
7 = Strongly agree

- 96. My social activities with the spouses of fellow workers contributes to my spouse's job performance.
- 97. My spouse's Air Force job has not allowed him/her to develop all the talents he/she has.
- 98. My spouse has to devote more time to "staying competitive" for promotion by means of service schools, college degrees, etc., than does his civilian counterpart.
- 99. My spouse's Air Force education has greatly improved his/her on-the-job production.
- 100. I enjoy telling others about my spouse's Air Force job.
- 101. My spouse has been under a lot of pressure as a result of his/her Air Force job.

Below are items which relate to your spouse's job. Read each statement carefully and then decide to what extent the statement is true of your spouse's job. Indicate the extent to which the statement is true for his/her job by choosing the most appropriate phrase.

- |                             |                              |
|-----------------------------|------------------------------|
| 1 = Not at all              | 5 = To a fairly large extent |
| 2 = To a very little extent | 6 = To a great extent        |
| 3 = To a little extent      | 7 = To a very great extent   |
| 4 = To a moderate extent    |                              |

Select the corresponding number for each question and enter it on the separate response sheet.

85. To what extent does your spouse's job require him/her to do many different things, using a variety of skills and talents?
86. To what extent does your spouse's duty hours disrupt your family life?
87. To what extent is your attitude about your spouse's job an important consideration to him/her?
88. To what extent is your spouse allowed to make major decisions that are required to perform his/her job well?
89. To what extent are you proud of your spouse's job?
90. To what extent do you consider your spouse's job as ideal for his/her educational background?
91. To what extent would you be happier if your spouse was doing a similar job only as a civilian?
92. To what extent would you like your spouse to change the job he/she is now doing, but remain in the Air Force?
93. To what extent do you believe you enhance your spouse's promotion/advancement opportunities?
94. To what extent do you believe that the pay and allowances earned by your spouse are commensurate to the job he/she performs?
95. To what extent do your spouse's TDY assignments disrupt your family life?

Using the responses provided below, indicate your and/or your children's satisfaction with the child care center at your base.

- |  |                          |
|--|--------------------------|
| 0 = Not applicable                     | 5 = Slightly satisfied   |
| 1 = Extremely dissatisfied             | 6 = Moderately satisfied |
| 2 = Moderately dissatisfied            | 7 = Extremely satisfied  |
| 3 = Slightly dissatisfied              |                          |
| 4 = Neither satisfied nor dissatisfied |                          |

Select the corresponding number for each question and enter it on the separate response sheet.

Child Care Center

- 73. Quality of meals and snacks
- 74. Availability of drop-in care
- 75. Availability of full-time care
- 76. Infant care (six weeks - six months old)
- 77. Quality of developmental program offered
- 78. Staff supervision and interaction with children
- 79. Hours of operation
- 80. Employee attitudes (helpful, courteous, efficient, etc)
- 81. Flexibility of staff in meeting individual parental needs
- 82. Fees and charges
- 83. How often do you participate in off-base community functions?

1 = Not at all	5 = A large amount
2 = A slight amount	6 = A very large amount
3 = A moderate amount	7 = An extremely large amount
4 = A fairly large amount	
- 84. If you have children of youth activities age (6-18 years), to what extent are they satisfied with the activities program?

1 = Extremely dissatisfied	5 = Slightly satisfied
2 = Moderately dissatisfied	6 = Moderately satisfied
3 = Slightly dissatisfied	7 = Extremely satisfied
4 = Neither satisfied nor dissatisfied	



For the various services listed below, please indicate your level of satisfaction.

- |  |                          |
|--|--------------------------|
| 0 = Not applicable                     | 5 = Slightly satisfied   |
| 1 = Extremely dissatisfied             | 6 = Moderately satisfied |
| 2 = Moderately dissatisfied            | 7 = Extremely satisfied  |
| 3 = Slightly dissatisfied              |                          |
| 4 = Neither satisfied nor dissatisfied |                          |

Select the corresponding number for each question and enter it on the separate response sheet.

Bowling Center

- 60. Availability of Lanes
- 61. Hours of Operation (open when convenient)
- 62. Quality of Food in Snack Bar (attractive, tastes good)
- 63. Employees (helpful, courteous, efficient, etc)
- 64. Condition of Lanes/Pinsetters

Golf

- 65. Hours of Operation
- 66. Condition of Greens and Fairways
- 67. Quality of Snack Bar Food
- 68. Tee Time Reservation System
- 69. Employees (helpful, courteous, efficient, etc.)

Arts and Crafts

- 70. Hours of Operation (open when convenient)
- 71. Quality of Equipment
- 72. Service/Assistance by Employees

Using the responses provided below, please indicate your and/or your dependents' satisfaction/dissatisfaction with the various aspects of your base.

- |  |                          |
|--|--------------------------|
| 0 = Not Applicable                     | 5 = Slightly satisfied   |
| 1 = Extremely dissatisfied             | 6 = Moderately satisfied |
| 2 = Moderately dissatisfied            | 7 = Extremely satisfied  |
| 3 = Slightly dissatisfied              |                          |
| 4 = Neither satisfied nor dissatisfied |                          |

Select the corresponding number for each question and enter it on the separate response sheet.

Base Library

- 51. Hours of Operation
- 52. Variety, Depth, and Currency of Subject Covered in Recreational Reading Materials
- 53. Availability and Currency of Materials in Support of Education
- 54. Variety of Children's Books and Programs
- 55. Service/Assistance Given by Employees

Auto Hobby Shop

- 56. Hours of Operations
- 57. Variety of Equipment
- 58. Condition of Facilities (well maintained)
- 59. Services/Assistance by Employees

Using the responses provided below, please indicate your and/or your dependents' satisfaction/dissatisfaction with the various aspects of services provided at your base.

- |  |                          |
|--|--------------------------|
| 0 = Not applicable                     | 5 = Slightly satisfied   |
| 1 = Extremely dissatisfied             | 6 = Moderately satisfied |
| 2 = Moderately dissatisfied            | 7 = Extremely satisfied  |
| 3 = Slightly dissatisfied              |                          |
| 4 = Neither satisfied nor dissatisfied |                          |

Select the corresponding number for each question and enter it on the separate response sheet.

Open Messes

- 43. Hours of Operation
- 44. Employees (attitude, courteous, efficient, etc)
- 45. Quality of Food
- 46. Prices

Recreation Center

- 47. Hours of Operations
- 48. Variety of Activities
- 49. Employees (helpful, courteous, attitude, etc)

Outdoor Recreation

- 50. Outdoor recreation in general (camping, hunting, fishing, water and snow sports)

For the various services listed below, please indicate your level of satisfaction.

- |  |                          |
|--|--------------------------|
| 1 = Extremely dissatisfied             | 5 = Slightly satisfied   |
| 2 = Moderately dissatisfied            | 6 = Moderately satisfied |
| 3 = Slightly dissatisfied              | 7 = Extremely satisfied  |
| 4 = Neither satisfied nor dissatisfied |                          |

Select the corresponding number for each question and enter it on the separate response sheet.

38. Generally, how satisfied are you with the medical care your children received in military medical facilities during the past 12 months?
39. Generally, how satisfied are you with the medical care you received at military medical facilities during the past 12 months?
40. Approximately how many times did you and/or your children visit a military medical facility during the past 12 months?
1. None
  2. 1-4 times
  3. 5-8 times
  4. 9-12 times
  5. More than 12 times

Please indicate your agreement by choosing the phrase which best represents your attitude concerning the following statements.

- |                         |                      |
|-------------------------|----------------------|
| 1 = Strongly disagree   | 5 = Slightly agree   |
| 2 = Moderately disagree | 6 = Moderately agree |
| 3 = Slightly disagree   | 7 = Strongly agree   |

41. Generally, medical personnel at military medical facilities are pleasant and concerned about the patients.
42. Generally, the amount of time I have had to wait for treatment at military medical facilities during the past 12 months has been reasonable.

Please indicate the extent to which the following statements are true by choosing the phrase which best represents your opinion.

- |                             |                              |
|-----------------------------|------------------------------|
| 1 = Not at all              | 5 = To a fairly large extent |
| 2 = To a very little extent | 6 = To a great extent        |
| 3 = To a little extent      | 7 = To a very great extent   |
| 4 = To a moderate extent    |                              |

Select the corresponding number for each question and enter it on the separate response sheet.

30. To what extent is the selection and variety of goods available in the Base Exchange adequate?
31. To what extent is the quality of goods and services provided by the Base Exchange satisfactory?
32. To what extent have commissary and Base Exchange privileges been influential in the career plans of your spouse?
33. To what extent are shopping centers (BX, Commissary, Concessions) at your base oriented toward courteous service and helping the customer?
34. To what extent do you shop at the base exchange as opposed to civilian stores?
35. To what extent do you shop at the commissary as opposed to civilian food stores?
36. To what extent is the selection and variety of the food and goods available in the Base Commissary adequate?
37. To what extent is the quality of the food and goods available in the Base Commissary satisfactory?

Please indicate your agreement by choosing the phrase which best represents your attitude concerning the following statements.

- |                                |                      |
|--------------------------------|----------------------|
| 1 = Strongly disagree          | 5 = Slightly agree   |
| 2 = Moderately disagree        | 6 = Moderately agree |
| 3 = Slightly disagree          | 7 = Strongly agree   |
| 4 = Neither agree nor disagree |                      |

16. My spouse is satisfied in the Air Force
17. The Air Force attempts to include me in numerous aspects of Air Force life.
18. I feel involved with the Air Force.
19. I would recommend an Air Force career for any young man or woman, including a son or daughter of mine.
20. An Air Force base is a desirable place to live.
21. My spouse and I like the Air Force life style better than the life styles of our former classmates back home.
22. My participation in base or organizational activities is essential for my spouse to achieve his/her full promotion potential in the Air Force.
23. An Air Force career has as much prestige and status as a civilian career.
24. For me, periodic moves are a favorable part of Air Force life.
25. My spouse's temporary duty assignments (TDY) are a source of dissatisfaction for me.
26. I am interested in being informed and kept up-to-date on subjects related to Air Force role and mission.
27. I am interested in being informed and kept up-to-date on subjects related to national security factors.
28. I feel it is important for me to know about the kind of work my spouse is doing.
29. The Air Force has made considerable efforts to make service life more attractive.

13. Which of the following best describes your desires for your spouse's career or employment intentions?

1. I would like my spouse to separate/terminate from the Air Force as soon as possible.
2. For the most part, I would like my spouse to not make the Air Force a career.
3. I am undecided as to my desires concerning my spouse making the Air Force a career.
4. For the most part, I would like my spouse to make the Air Force a career.
5. I would like my spouse to make the Air Force a career.
6. I would like my spouse to retire in the next six months.

14. Your spouse may have different career intentions than you would hope. Which of the following best describes your spouse's career or employment intentions?

1. Will separate/terminate from the Air Force as soon as possible
2. Will most likely not make the Air Force a career
3. May continue in/with the Air Force
4. Will most likely continue in/with the Air Force as a career
5. Will continue in/with the Air Force as a career
6. Planning to retire in the next 12 months

15. In your opinion, which of the following has the most influence on your spouse's career intention?

1. Job satisfaction
2. Status and Prestige
3. Rate of pay
4. Security of the job
5. Retirement
6. Patriotism
7. Other

6. Your highest education level obtained is:

1. Non-high school graduate
2. High school graduate or GED
3. Less than two years college
4. Two years or more college
5. Bachelors Degree
6. Masters Degree
7. Doctoral Degree

7. How many children in your family?

- |         |              |
|---------|--------------|
| 1. None | 5. 4 or 5    |
| 2. 1    | 6. 6, 7 or 8 |
| 3. 2    | 7. 9 or more |
| 4. 3    |              |

8. How many children presently live at home?

- |         |               |
|---------|---------------|
| 1. None | 5. 4 or 5     |
| 2. 1    | 6. 6, 7, or 8 |
| 3. 2    | 7. 9 or more  |
| 4. 3    |               |

9. Are you involved in an income producing job?

1. Do not work at an income producing job
2. Part time outside the home
3. Full time outside the home
4. Part time at home
5. Full time at home

10. If you work, what is your usual work schedule?

1. Do not work
2. Day shift, normally stable hours
3. Swing shift (about 4 P.M. to midnight)
4. Mid shift (about midnight to 8 A.M.)
5. Rotating shift schedule
6. Day or shift work with irregular/unstable hours
7. Frequent travel or frequently on-call to report work

11. Do you do volunteer work?

1. Yes, on base
2. Yes, off base
3. No

12. What is your average yearly income? (Do not include your spouse)

1. Less than \$1500
2. More than \$1500 but less than \$3000
3. More than \$3000 but less than \$5000
4. More than \$5000 but less than \$8000
5. More than \$8000 but less than \$11,000
6. More than \$11,000 but less than \$15,000
7. More than \$15,000.



## FACT SHEET

1. We need your help in developing the Spouse Attitude Survey. Please follow directions in survey booklet. Please read each question carefully and select the response closest to your beliefs, opinions, or feelings. If you do not think that a question is valid or if the instructions are not clear, please comment on a separate piece of paper identifying the problem, section and/or item number. When you have completed the survey, place the survey booklet, answer sheet, and comments (if any) in the envelope provided and ask your spouse to place it in any Maxwell AFB distribution pick-up point.
2. It is very important that we have the completed survey returned no later than 28 Jan 81. Thank you for your cooperation.

APPENDIX C

DEMOGRAPHIC ANALYSIS

1. Total years spouse has in the Air Force:

1. Less than 1 year.
2. More than 1 year, less than 2 years.
3. More than 2 years, less than 3 years.
4. More than 3 years, less than 4 years.
5. More than 4 years, less than 8 years.
6. More than 8 years, less than 12 years.
7. More than 12 years.

<u>RESPONSE</u>	<u>ABSOLUTE FREQUENCY</u>	<u>ADJUSTED FREQUENCY</u>	<u>MODE</u>
0.	224	0.0	6.0
1.	1	2.4%	
2.	0	0.0	
3.	0	0.0	
4.	1	2.4%	
5.	2	4.8%	
6.	38	90.5%	
7.	0	0.0	

2. Total months at this station (base):

1. Less than 1 month.
2. More than 1 month, less than 6 months.
3. More than 6 months, less than 12 months.
4. More than 12 months, less than 18 months.
5. More than 18 months, less than 24 months.
6. More than 24 months, less than 36 months.
7. More than 36 months.

<u>RESPONSE</u>	<u>ABSOLUTE FREQUENCY</u>	<u>ADJUSTED FREQUENCY</u>	<u>MODE</u>
0.	0	0.0	3.0
1.	5	1.9%	
2.	74	27.8%	
3.	152	57.1%	
4.	2	0.8%	
5.	5	1.9%	
6.	9	3.4%	
7.	19	7.1%	

3. Total years you have been married to your spouse:

1. Less than 1 year.
2. More than 1 year, less than 4 years.
3. More than 4 years, less than 8 years.
4. More than 8 years, less than 12 years.
5. More than 12 years, less than 16 years.
6. More than 16 years, less than 20 years.
7. More than 20 years.

<u>RESPONSE</u>	<u>ABSOLUTE FREQUENCY</u>	<u>ADJUSTED FREQUENCY</u>	<u>MODE</u>
1.	6	2.3%	5.0
2.	13	4.9%	
3.	26	9.8%	
4.	75	28.2%	
5.	112	42.1%	
6.	17	6.4%	
7.	17	6.4%	

4. Where is your home located?

1. On the base to which my spouse is assigned
2. On another military installation
3. Off Base, renting an apartment
4. Off Base, renting a house
5. Off Base, buying a house

<u>RESPONSE</u>	<u>ABSOLUTE FREQUENCY</u>	<u>ADJUSTED FREQUENCY</u>	<u>MODE</u>
0.	2	0.0	4.0
1.	44	16.7%	
2.	21	8.0%	
3.	11	4.2%	
4.	124	47.0%	
5.	63	23.9%	
6.	1	0.4%	

5. Your Ethnic Group is:

1. American Indian or Alaskan Native
2. Asian or Pacific Islander
3. Black, not of Hispanic Origin
4. Hispanic
5. White, not of Hispanic Origin
6. Other

<u>RESPONSE</u>	<u>ABSOLUTE FREQUENCY</u>	<u>ADJUSTED FREQUENCY</u>	<u>MODE</u>
1.	0	0.0	5.0
2.	9	3.4	
3.	1	0.4	
4.	5	1.9	
5.	249	93.6	
6.	2	0.8	

6. Your highest education level obtained is:

1. Non-high school graduate
2. High school graduate or GED
3. Less than two years college
4. Two years or more college
5. Bachelors Degree
6. Masters Degree
7. Doctoral Degree

<u>RESPONSE</u>	<u>ABSOLUTE FREQUENCY</u>	<u>ADJUSTED FREQUENCY</u>	<u>MODE</u>
0.	2	Missing	5.0
1.	0	0.0	
2.	32	12.1	
3.	42	15.9	
4.	59	22.3	
5.	97	36.7	
6.	34	12.9	
7.	0	0.0	

7. How many children in your family?

- |         |              |
|---------|--------------|
| 1. None | 5. 4 or 5    |
| 2. 1    | 6. 6, 7 or 8 |
| 3. 2    | 7. 9 or more |
| 4. 3    |              |

<u>RESPONSE</u>	<u>ABSOLUTE FREQUENCY</u>	<u>ADJUSTED FREQUENCY</u>	<u>MODE</u>
0.	3	0.0	3.0
1.	39	14.8%	
2.	36	13.7%	
3.	135	51.3%	
4.	44	16.7%	
5.	9	3.4%	

8. How many children presently live at home?

- |         |              |
|---------|--------------|
| 1. None | 5. 4 or 5    |
| 2. 1    | 6. 6, 7 or 8 |
| 3. 2    | 7. 9 or more |
| 4. 3    |              |

<u>RESPONSE</u>	<u>ABSOLUTE FREQUENCY</u>	<u>ADJUSTED FREQUENCY</u>	<u>MODE</u>
0.	12	0.0	3.0
1.	42	16.5%	
2.	39	15.4%	
3.	131	51.6%	
4.	34	13.4%	
5.	8	3.1%	

9. Are you involved in an income producing job?

- |   |
|---|
| 1. Do not work at an income producing job |
| 2. Part time outside the home             |
| 3. Full time outside the home             |
| 4. Part time at home                      |
| 5. Full time at home                      |

<u>RESPONSE</u>	<u>ABSOLUTE FREQUENCY</u>	<u>ADJUSTED FREQUENCY</u>	<u>MODE</u>
0.	6	*	1.0
1.	185	71.2	
2.	33	12.7	
3.	28	10.8	
4.	11	4.2	
5.	3	1.2	

\*Note: An asterisk denotes that a computer error has forced certain response alternatives to zero. In these instances, further testing is recommended.

10. If you work, what is your usual work schedule?

1. Do not work
2. Day shift, normally stable hours
3. Swing shift (about 4 P.M. to midnight)
4. Mid shift (about midnight to 8 A.M.)
5. Rotating shift schedule
6. Day or shift work with irregular/unstable hours
7. Frequent travel or frequently on-call to report to work

<u>RESPONSE</u>	<u>ABSOLUTE FREQUENCY</u>	<u>ADJUSTED FREQUENCY</u>	<u>MODE</u>
0.	36	0.0*	1.0
1.	175	76.1	
2.	54	23.5	
3.	1	0.4	
4.	0	0.0	
5.	0	0.0	
6.	0	0.0	
7.	0	0.0	

\*Note: An asterisk denotes that a computer error has forced certain response alternatives to zero. In these instances, further testing is recommended.

11. Do you do volunteer work?

1. Yes, on base
2. Yes, off base
3. No

<u>RESPONSE</u>	<u>ABSOLUTE FREQUENCY</u>	<u>ADJUSTED FREQUENCY</u>	<u>MODE</u>
0.	11		3.0
1.	49	19.2%	
2.	56	22.0%	
3.	150	58.8%	

12. What is your average yearly income? (Do not include your spouse)

1. Less than \$1500
2. More than \$1500 but less than \$3000
3. More than \$3000 but less than \$5000
4. More than \$5000 but less than \$8000
5. More than \$8000 but less than \$11,000
6. More than \$11,000 but less than \$15,000
7. More than \$15,000

<u>RESPONSE</u>	<u>ABSOLUTE FREQUENCY</u>	<u>ADJUSTED FREQUENCY</u>	<u>MODE</u>
0.	100		1.0
1.	102	61.4%	
2.	13	7.8%	
3.	9	5.4%	
4.	11	6.6%	
5.	5	3.0%	
6.	10	6.0%	
7.	16	9.6%	

13. Which of the following best describes your desires for your spouse's career or employment intentions?

1. I would like my spouse to separate/terminate from the Air Force as soon as possible.
2. For the most part, I would like my spouse to not make the Air Force a career.
3. I am undecided as to my desires concerning my spouse making the Air Force a career.
4. For the most part, I would like my spouse to make the Air Force a career.
5. I would like my spouse to make the Air Force a career.
6. I would like my spouse to retire in the next six months.

<u>RESPONSE</u>	<u>ABSOLUTE FREQUENCY</u>	<u>ADJUSTED FREQUENCY</u>	<u>MODE</u>
0.	6		5.0
1.	7	2.7%	
2.	14	5.4%	
3.	15	5.8%	
4.	78	30.0%	
5.	142	54.6%	
6.	4	1.5%	



14. Your spouse may have different career intentions than you would hope. Which of the following best describes your spouse's career or employment intentions?

1. Will separate/terminate from the Air Force as soon as possible
2. Will most likely not make the Air Force a career
3. May continue in/with the Air Force
4. Will most likely continue in/with the Air Force as a career
5. Will continue in/with the Air Force as a career
6. Planning to retire in the next 12 months

<u>RESPONSE</u>	<u>ABSOLUTE FREQUENCY</u>	<u>ADJUSTED FREQUENCY</u>	<u>MODE</u>
0.	203	0.0*	4.0
1.	7	11.1%	
2.	1	1.6%	
3.	10	15.9%	
4.	45	71.4%	
5.			
6.	0	0.0	

15. In your opinion, which of the following has the most influence on your spouse's career intention?

1. Job satisfaction
2. Status and Prestige
3. Rate of pay
4. Security of the job
5. Retirement
6. Patriotism
7. Other

<u>RESPONSE</u>	<u>ABSOLUTE FREQUENCY</u>	<u>ADJUSTED FREQUENCY</u>	<u>MODE</u>
0.	83*		1.0
1.	140	76.5%	
2.	4	2.2%	
3.	8	4.4%	
4.	31	16.9%	
5.	0	0.0	
6.	0	0.0	
7.	0	0.0	

\*Note: An asterisk denotes that a computer error has forced certain response alternatives to zero. In these instances, further testing is recommended.

APPENDIX D

ITEM ANALYSIS

Response choices to the following items were as follows:

- |                                |                      |
|--------------------------------|----------------------|
| 1 = Strongly disagree          | 5 = Slightly agree   |
| 2 = Moderately disagree        | 6 = Moderately agree |
| 3 = Slightly disagree          | 7 = Strongly agree   |
| 4 = Neither agree nor disagree |                      |

16. My spouse is satisfied in the Air Force

<u>RESPONSE</u>	<u>ABSOLUTE FREQUENCY</u>	<u>MEAN</u>	<u>STANDARD DEVIATION</u>
0.	9	5.12	1.50
1.	12		
2.	10		
3.	10		
4.	8		
5.	33		
6.	131		
7.	62		

17. The Air Force attempts to include me in numerous aspects of Air Force life.

<u>RESPONSE</u>	<u>ABSOLUTE FREQUENCY</u>	<u>MEAN</u>	<u>STANDARD DEVIATION</u>
0.	1	4.89	1.78
1.	18		
2.	24		
3.	18		
4.	21		
5.	49		
6.	98		
7.	37		

18. I feel involved with the Air Force.

<u>RESPONSE</u>	<u>ABSOLUTE FREQUENCY</u>	<u>MEAN</u>	<u>STANDARD DEVIATION</u>
0.	0	4.70	1.77
1.	22		
2.	19		
3.	24		
4.	27		
5.	67		
6.	72		
7.	35		

19. I would recommend an Air Force career for any young man or woman, including a son or daughter of mine.

<u>RESPONSE</u>	<u>ABSOLUTE FREQUENCY</u>	<u>MEAN</u>	<u>STANDARD DEVIATION</u>
0.	2	4.53	1.84
1.	27		
2.	20		
3.	19		
4.	51		
5.	52		
6.	55		
7.	40		

20. An Air Force base is a desirable place to live.

<u>RESPONSE</u>	<u>ABSOLUTE FREQUENCY</u>	<u>MEAN</u>	<u>STANDARD DEVIATION</u>
0.	3	4.19	1.88
1.	29		
2.	34		
3.	34		
4.	33		
5.	53		
6.	52		
7.	28		

21. My spouse and I like the Air Force life style better than the life styles of our former classmates back home.

<u>RESPONSE</u>	<u>ABSOLUTE FREQUENCY</u>	<u>MEAN</u>	<u>STANDARD DEVIATION</u>
0.	7	5.02	1.78
1.	15		
2.	17		
3.	19		
4.	36		
5.	45		
6.	63		
7.	64		

22. My participation in base or organizational activities is essential for my spouse to achieve his/her full promotion potential in the Air Force.

<u>RESPONSE</u>	<u>ABSOLUTE FREQUENCY</u>	<u>MEAN</u>	<u>STANDARD DEVIATION</u>
0.	4	3.20	2.06
1.	88		
2.	38		
3.	19		
4.	27		
5.	48		
6.	23		
7.	19		

23. An Air Force career has as much prestige and status as a civilian career.

<u>RESPONSE</u>	<u>ABSOLUTE FREQUENCY</u>	<u>MEAN</u>	<u>STANDARD DEVIATION</u>
0.	4	4.12	2.03
1.	41		
2.	26		
3.	39		
4.	32		
5.	44		
6.	38		
7.	42		

24. For me, periodic moves are a favorable part of Air Force life.

<u>RESPONSE</u>	<u>ABSOLUTE FREQUENCY</u>	<u>MEAN</u>	<u>STANDARD DEVIATION</u>
0.	4	4.44	1.99
1.	35		
2.	19		
3.	37		
4.	16		
5.	56		
6.	56		
7.	43		

25. My spouse's temporary duty assignments (TDY) are a source of dissatisfaction for me.

<u>RESPONSE</u>	<u>ABSOLUTE FREQUENCY</u>	<u>MEAN</u>	<u>STANDARD DEVIATION</u>
0.	9	4.87	1.81
1.	12		
2.	23		
3.	23		
4.	41		
5.	57		
6.	31		
7.	70		

26. I am interested in being informed and kept up-to-date on subjects related to Air Force role and mission.

<u>RESPONSE</u>	<u>ABSOLUTE FREQUENCY</u>	<u>MEAN</u>	<u>STANDARD DEVIATION</u>
0.	0	5.99	1.29
1.	5		
2.	2		
3.	4		
4.	19		
5.	47		
6.	61		
7.	128		

27. I am interested in being informed and kept up-to-date on subjects related to national security factors.

<u>RESPONSE</u>	<u>ABSOLUTE FREQUENCY</u>	<u>MEAN</u>	<u>STANDARD DEVIATION</u>
0.	1	5.94	1.28
1.	6		
2.	-		
3.	4		
4.	20		
5.	51		
6.	67		
7.	117		

63. Employees (helpful, courteous, efficient, etc.)

<u>RESPONSE</u>	<u>ABSOLUTE FREQUENCY</u>	<u>MEAN</u>	<u>STANDARD DEVIATION</u>
0.	143	4.83	1.32
1.	2		
2.	2		
3.	6		
4.	53		
5.	16		
6.	29		
7.	15		

64. Condition of Lanes/Pinsetters

<u>RESPONSE</u>	<u>ABSOLUTE FREQUENCY</u>	<u>MEAN</u>	<u>STANDARD DEVIATION</u>
0.	148	4.72	1.32
1.	2		
2.	4		
3.	6		
4.	52		
5.	12		
6.	33		
7.	9		

Golf

65. Hours of Operation

<u>RESPONSE</u>	<u>ABSOLUTE FREQUENCY</u>	<u>MEAN</u>	<u>STANDARD DEVIATION</u>
0.	159	5.15	1.32
1.	1		
2.	1		
3.			
4.	49		
5.	5		
6.	30		
7.	21		

60. Availability of Lanes

<u>RESPONSE</u>	<u>ABSOLUTE FREQUENCY</u>	<u>MEAN</u>	<u>STANDARD DEVIATION</u>
0.	151	4.66	1.36
1.	4		
2.	3		
3.	4		
4.	53		
5.			
6.	13		
7.	29		

61. Hours of Operation (open when convenient)

<u>RESPONSE</u>	<u>ABSOLUTE FREQUENCY</u>	<u>MEAN</u>	<u>STANDARD DEVIATION</u>
0.	147	4.95	1.23
1.	1		
2.			
3.	4		
4.	55		
5.	12		
6.	32		
7.	15		

62. Quality of Food in Snack Bar (attractive, tastes good)

<u>RESPONSE</u>	<u>ABSOLUTE FREQUENCY</u>	<u>MEAN</u>	<u>STANDARD DEVIATION</u>
0.	144	4.59	1.37
1.	4		
2.	4		
3.	6		
4.	55		
5.	20		
6.	21		
7.	12		



58. Condition of Facilities (well maintained)

<u>RESPONSE</u>	<u>ABSOLUTE FREQUENCY</u>	<u>MEAN</u>	<u>STANDARD DEVIATION</u>
0.	176	4.57	1.09
1.	1		
2.	1		
3.	1		
4.	56		
5.	9		
6.	17		
7.	5		

59. Services/Assistance by Employees

<u>RESPONSE</u>	<u>ABSOLUTE FREQUENCY</u>	<u>MEAN</u>	<u>STANDARD DEVIATION</u>
0.	176	4.52	1.16
1.	1		
2.	3		
3.	1		
4.	56		
5.	6		
6.	18		
7.	5		

Response choices to the following items were as follows:

0 = Not applicable	5 = Slightly satisfied
1 = Extremely dissatisfied	6 = Moderately satisfied
2 = Moderately dissatisfied	7 = Extremely satisfied
3 = Slightly dissatisfied	
4 = Neither satisfied nor dissatisfied	

Bowling Center

55. Service/Assistance Given by Employees

<u>RESPONSE</u>	<u>ABSOLUTE FREQUENCY</u>	<u>MEAN</u>	<u>STANDARD DEVIATION</u>
0.	78	5.47	1.23
1.	1		
2.	1		
3.	3		
4.	51		
5.	22		
6.	67		
7.	43		

Auto Hobby Shop

56. Hours of Operations

<u>RESPONSE</u>	<u>ABSOLUTE FREQUENCY</u>	<u>MEAN</u>	<u>STANDARD DEVIATION</u>
0.	175	4.17	1.05
1.	2		
2.	3		
3.	7		
4.	59		
5.	5		
6.	15		
7.			

57. Variety of Equipment

<u>RESPONSE</u>	<u>ABSOLUTE FREQUENCY</u>	<u>MEAN</u>	<u>STANDARD DEVIATION</u>
0.	176	4.46	1.12
1.	2		
2.	1		
3.	2		
4.	57		
5.	8		
6.	16		
7.	4		

52. Variety, Depth, and Currency of Subject Covered in  
Recreational Reading Materials

<u>RESPONSE</u>	<u>ABSOLUTE FREQUENCY</u>	<u>MEAN</u>	<u>STANDARD DEVIATION</u>
0.	82	5.2	1.17
1.	1		
2.			
3.	7		
4.	55		
5.	32		
6.	65		
7.	24		

53. Availability and Currency of Materials in Support of  
Education

<u>RESPONSES</u>	<u>ABSOLUTE FREQUENCY</u>	<u>MEAN</u>	<u>STANDARD DEVIATION</u>
0.	89	5.05	1.20
1.			
2.	2		
3.	7		
4.	67		
5.	28		
6.	50		
7.	23		

54. Variety of Children's Books and Programs

<u>RESPONSES</u>	<u>ABSOLUTE FREQUENCY</u>	<u>MEAN</u>	<u>STANDARD DEVIATION</u>
0.	111	4.98	1.25
1.	1		
2.	3		
3.	7		
4.	57		
5.	23		
6.	47		
7.	17		

### Outdoor Recreation

50. Outdoor recreation in general (camping, hunting, fishing, water and snow sports)

<u>RESPONSE</u>	<u>ABSOLUTE FREQUENCY</u>	<u>MEAN</u>	<u>STANDARD DEVIATION</u>
0.	98	5.25	1.23
1.	1		
2.	1		
3.	3		
4.	61		
5.	15		
6.	61		
7.	26		

Response choices to the following items were as follows:

- |   |                          |
|---|--------------------------|
| 0 = Not applicable                        | 5 = Slightly satisfied   |
| 1 = Extremely dissatisfied                | 6 = Moderately satisfied |
| 2 = Moderately dissatisfied               | 7 = Extremely satisfied  |
| 3 = Slightly dissatisfied                 |                          |
| 4 = Neither satisfied nor<br>dissatisfied |                          |

### Base Library

5. Hours of Operation

<u>RESPONSE</u>	<u>ABSOLUTE FREQUENCY</u>	<u>MEAN</u>	<u>STANDARD DEVIATION</u>
0.	73	5.09	1.45
1.	2		
2.	7		
3.	17		
4.	48		
5.	22		
6.	64		
7.	33		

Recreation Center

47. Hours of Operations

<u>RESPONSE</u>	<u>ABSOLUTE FREQUENCY</u>	<u>MEAN</u>	<u>STANDARD DEVIATION</u>
0.	126	4.71	1.16
1.	1		
2.	1		
3.	6		
4.	76		
5.	11		
6.	35		
7.	10		

48. Variety of Activities

<u>RESPONSE</u>	<u>ABSOLUTE FREQUENCY</u>	<u>MEAN</u>	<u>STANDARD DEVIATION</u>
0.	127	4.82	1.20
1.	1		
2.	3		
3.	3		
4.	66		
5.	17		
6.	37		
7.	12		

49. Employees (helpful, courteous, attitude, etc.)

<u>RESPONSE</u>	<u>ABSOLUTE FREQUENCY</u>	<u>MEAN</u>	<u>STANDARD DEVIATION</u>
0.	124	4.94	1.22
1.	-		
2.	2		
3.	5		
4.	66		
5.	12		
6.	40		
7.	17		

44. Employees (attitude, courteous, efficient, etc.)

<u>RESPONSE</u>	<u>ABSOLUTE FREQUENCY</u>	<u>MEAN</u>	<u>STANDARD DEVIATION</u>
0.	31	4.83	1.54
1.	9		
2.	13		
3.	21		
4.	48		
5.	42		
6.	79		
7.	23		

45. Quality of Food

<u>RESPONSE</u>	<u>ABSOLUTE FREQUENCY</u>	<u>MEAN</u>	<u>STANDARD DEVIATION</u>
0.	31	3.94	1.67
1.	20		
2.	40		
3.	38		
4.	25		
5.	67		
6.	38		
7.	7		

46. Prices

<u>RESPONSE</u>	<u>ABSOLUTE FREQUENCY</u>	<u>MEAN</u>	<u>STANDARD DEVIATION</u>
0.	28	4.22	1.73
1.	24		
2.	17		
3.	41		
4.	38		
5.	52		
6.	50		
7.	16		

42. Generally, the amount of time I have had to wait for treatment at military medical facilities during the past 12 months has been reasonable.

<u>RESPONSE</u>	<u>ABSOLUTE FREQUENCY</u>	<u>MEAN</u>	<u>STANDARD DEVIATION</u>
0.	5	4.65	1.89
1.	24		
2.	21		
3.	41		
4.	1		
5.	59		
6.	78		
7.	37		

Response choices to the following items were as follows:

0 = Not applicable	5 = Slightly satisfied
1 = Extremely dissatisfied	6 = Moderately satisfied
2 = Moderately dissatisfied	7 = Extremely satisfied
3 = Slightly dissatisfied	
4 = Neither satisfied nor dissatisfied	

#### Open Messes

43. Hours of Operation

<u>RESPONSE</u>	<u>ABSOLUTE FREQUENCY</u>	<u>MEAN</u>	<u>STANDARD DEVIATION</u>
0.	34	5.17	1.33
1.	4		
2.	2		
3.	3		
4.	89		
5.	16		
6.	79		
7.	39		

40. Approximately how many times did you and/or your children visit a military medical facility during the past 12 months?

1. None
2. 1-4 times
3. 5-8 times
4. 9-12 times
5. More than 12 times

<u>RESPONSE</u>	<u>ABSOLUTE FREQUENCY</u>	<u>MEAN</u>	<u>STANDARD DEVIATION</u>
0.	1	3.09	1.17
1.	9		
2.	95		
3.	72		
4.	40		
5.	49		

Response choices to the following items were as follows:

- |                                |                      |
|--------------------------------|----------------------|
| 1 = Strongly disagree          | 5 = Slightly agree   |
| 2 = Moderately disagree        | 6 = Moderately agree |
| 3 = Slightly disagree          | 7 = Strongly agree   |
| 4 = Neither agree nor disagree |                      |

41. Generally, medical personnel at military medical facilities are pleasant and concerned about the patients.

<u>RESPONSE</u>	<u>ABSOLUTE FREQUENCY</u>	<u>MEAN</u>	<u>STANDARD DEVIATION</u>
0.	3	5.48	1.84
1.	19		
2.	34		
3.	34		
4.	2		
5.	60		
6.	88		
7.	26		



37. To what extent is the quality of the food and goods available in the Base Commissary satisfactory?

<u>RESPONSE</u>	<u>ABSOLUTE FREQUENCY</u>	<u>MEAN</u>	<u>STANDARD DEVIATION</u>
0.	2	5.07	1.15
1.	1		
2.	9		
3.	4		
4.	69		
5.	75		
6.	84		
7.	22		

Response choices to the following items were as follows:

1 = Extremely dissatisfied	5 = Slightly satisfied
2 = Moderately dissatisfied	6 = Moderately satisfied
3 = Slightly dissatisfied	7 = Extremely satisfied
4 = Neither satisfied nor dissatisfied	

38. Generally, how satisfied are you with the medical care your children received in military medical facilities during the past 12 months?

<u>RESPONSE</u>	<u>ABSOLUTE FREQUENCY</u>	<u>MEAN</u>	<u>STANDARD DEVIATION</u>
0.	37	5.06	1.83
1.	16		
2.	15		
3.	18		
4.	20		
5.	34		
6.	72		
7.	54		

39. Generally, how satisfied are you with the medical care you received at military medical facilities during the past 12 months?

<u>RESPONSE</u>	<u>ABSOLUTE FREQUENCY</u>	<u>MEAN</u>	<u>STANDARD DEVIATION</u>
0.	13	4.64	1.93
1.	21		
2.	29		
3.	30		
4.	18		
5.	37		
6.	77		
7.	41		

34. To what extent do you shop at the Base Exchange as opposed to civilian stores?

<u>RESPONSE</u>	<u>ABSOLUTE FREQUENCY</u>	<u>MEAN</u>	<u>STANDARD DEVIATION</u>
0.	3	3.92	1.46
1.	6		
2.	50		
3.	36		
4.	91		
5.	41		
6.	24		
7.	15		

35. To what extent do you shop at the commissary as opposed to civilian food stores?

<u>RESPONSE</u>	<u>ABSOLUTE FREQUENCY</u>	<u>MEAN</u>	<u>STANDARD DEVIATION</u>
0.	0	6.18	1.14
1.	2		
2.	3		
3.	3		
4.	11		
5.	43		
6.	60		
7.	144		

36. To what extent is the selection and variety of the food and goods available in the Base Commissary adequate?

<u>RESPONSE</u>	<u>ABSOLUTE FREQUENCY</u>	<u>MEAN</u>	<u>STANDARD DEVIATION</u>
0.	2	4.97	1.16
1.	2		
2.	10		
3.	7		
4.	67		
5.	81		
6.	82		
7.	15		

31. To what extent is the quality of goods and services provided by the Base Exchange satisfactory?

<u>RESPONSE</u>	<u>ABSOLUTE FREQUENCY</u>	<u>MEAN</u>	<u>STANDARD DEVIATION</u>
0.	2	4.05	1.33
1.	12		
2.	23		
3.	37		
4.	100		
5.	58		
6.	26		
7.	8		

32. To what extent have commissary and Base Exchange privileges been influential in the career plans of your spouse?

<u>RESPONSE</u>	<u>ABSOLUTE FREQUENCY</u>	<u>MEAN</u>	<u>STANDARD DEVIATION</u>
0.	5	2.69	1.57
1.	84		
2.	45		
3.	51		
4.	47		
5.	21		
6.	7		
7.	6		

33. To what extent are shopping centers (BX, Commissary, Concessions) at your base oriented toward courteous service and helping the customer?

<u>RESPONSE</u>	<u>ABSOLUTE FREQUENCY</u>	<u>MEAN</u>	<u>STANDARD DEVIATION</u>
0.	2	3.95	1.43
1.	19		
2.	26		
3.	38		
4.	87		
5.	57		
6.	32		
7.	5		

28. I feel it is important for me to know about the kind of work my spouse is doing.

<u>RESPONSE</u>	<u>ABSOLUTE FREQUENCY</u>	<u>MEAN</u>	<u>STANDARD DEVIATION</u>
0.	1	6.4	1.1
1.	3		
2.	3		
3.	2		
4.	7		
5.	22		
6.	50		
7.	178		

29. The Air Force has made considerable efforts to make service life more attractive.

<u>RESPONSE</u>	<u>ABSOLUTE FREQUENCY</u>	<u>MEAN</u>	<u>STANDARD DEVIATION</u>
0.	7	3.73	1.83
1.	45		
2.	32		
3.	45		
4.	21		
5.	65		
6.	43		
7.	8		

Response choices to the following items were as follows:

- |                             |                              |
|-----------------------------|------------------------------|
| 1 = Not at all              | 5 = To a fairly large extent |
| 2 = To a very little extent | 6 = To a great extent        |
| 3 = To a little extent      | 7 = To a very great extent   |
| 4 = To a moderate extent    |                              |

30. To what extent is the selection and variety of goods available in the Base Exchange adequate?

<u>RESPONSE</u>	<u>ABSOLUTE FREQUENCY</u>	<u>MEAN</u>	<u>STANDARD DEVIATION</u>
0.	4	3.28	1.19
1.	19		
2.	53		
3.	62		
4.	99		
5.	21		
6.	7		
7.	1		

66. Condition of Greens and Fairways

<u>RESPONSE</u>	<u>ABSOLUTE FREQUENCY</u>	<u>MEAN</u>	<u>STANDARD DEVIATION</u>
0.	159	4.89	1.22
1.	1		
2.	1		
3.	3		
4.	50		
5.	11		
6.	30		
7.	11		

67. Quality of Snack Bar Food

<u>RESPONSE</u>	<u>ABSOLUTE FREQUENCY</u>	<u>MEAN</u>	<u>STANDARD DEVIATION</u>
0.	156	4.73	1.13
1.	1		
2.	1		
3.	4		
4.	55		
5.	13		
6.	31		
7.	5		

68. Tee Time Reservation System

<u>RESPONSE</u>	<u>ABSOLUTE FREQUENCY</u>	<u>MEAN</u>	<u>STANDARD DEVIATION</u>
0.	160	4.51	1.24
1.	3		
2.	1		
3.	7		
4.	56		
5.	11		
6.	22		
7.	6		

69. Employees (helpful, courteous, efficient, etc.)

<u>RESPONSE</u>	<u>ABSOLUTE FREQUENCY</u>	<u>MEAN</u>	<u>STANDARD DEVIATION</u>
0.	155	4.73	1.34
1.	4		
2.	1		
3.	3		
4.	53		
5.	10		
6.	31		
7.	9		

Arts and Crafts

70. Hours of Operation (open when convenient)

<u>RESPONSE</u>	<u>ABSOLUTE FREQUENCY</u>	<u>MEAN</u>	<u>STANDARD DEVIATION</u>
0.	158	4.66	1.34
1.	3		
2.			
3.	8		
4.	54		
5.	10		
6.	20		
7.	13		

71. Quality of Equipment

<u>RESPONSE</u>	<u>ABSOLUTE FREQUENCY</u>	<u>MEAN</u>	<u>STANDARD DEVIATION</u>
0.	161	4.72	1.21
1.	2		
2.			
3.	3		
4.	55		
5.	16		
6.	18		
7.	11		

72. Service/Assistance by Employees

<u>RESPONSE</u>	<u>ABSOLUTE FREQUENCY</u>	<u>MEAN</u>	<u>STANDARD DEVIATION</u>
0.	159	4.88	1.28
1.	1		
2.			
3.	5		
4.	52		
5.	12		
6.	20		
7.	17		

Response choices to the following items were as follows:

- |   |                          |
|---|--------------------------|
| 0 = Not applicable                        | 5 = Slightly satisfied   |
| 1 = Extremely dissatisfied                | 6 = Moderately satisfied |
| 2 = Moderately dissatisfied               | 7 = Extremely satisfied  |
| 3 = Slightly dissatisfied                 |                          |
| 4 = Neither satisfied nor<br>dissatisfied |                          |

Child Care Center

73. Quality of meals and snacks

<u>RESPONSE</u>	<u>ABSOLUTE FREQUENCY</u>	<u>MEAN</u>	<u>STANDARD DEVIATION</u>
0.	150	4.81	1.44
1.	4		
2.	4		
3.	8		
4.	33		
5.	22		
6.	34		
7.	11		

74. Availability of drop-in care

<u>RESPONSE</u>	<u>ABSOLUTE FREQUENCY</u>	<u>MEAN</u>	<u>STANDARD DEVIATION</u>
0.	145	5.49	1.57
1.	5		
2.			
3.	5		
4.	25		
5.	15		
6.	27		
7.	44		

75. Availability of full-time care

<u>RESPONSE</u>	<u>ABSOLUTE FREQUENCY</u>	<u>MEAN</u>	<u>STANDARD DEVIATION</u>
0.	188	4.87	1.53
1.	3		
2.	1		
3.	3		
4.	36		
5.	3		
6.	17		
7.	15		

76. Infant care (six weeks - six months old)

<u>RESPONSE</u>	<u>ABSOLUTE FREQUENCY</u>	<u>MEAN</u>	<u>STANDARD DEVIATION</u>
0.	210	4.05	1.65
1.	8		
2.	1		
3.	2		
4.	30		
5.	4		
6.	6		
7.	5		



77. Quality of developmental program offered

<u>RESPONSE</u>	<u>ABSOLUTE FREQUENCY</u>	<u>MEAN</u>	<u>STANDARD DEVIATION</u>
0.	164	4.35	1.50
1.	6		
2.	5		
3.	11		
4.	38		
5.	17		
6.	17		
7.	8		

78. Staff supervision and interaction with children

<u>RESPONSE</u>	<u>ABSOLUTE FREQUENCY</u>	<u>MEAN</u>	<u>STANDARD DEVIATION</u>
0.	144	4.34	1.73
1.	11		
2.	9		
3.	13		
4.	30		
5.	27		
6.	17		
7.	15		

79. Hours of operation

<u>RESPONSE</u>	<u>ABSOLUTE FREQUENCY</u>	<u>MEAN</u>	<u>STANDARD DEVIATION</u>
0.	146	4.75	1.74
1.	10		
2.	3		
3.	11		
4.	29		
5.	17		
6.	30		
7.	20		

80. Employee attitudes (helpful, courteous, efficient, etc.)

<u>RESPONSE</u>	<u>ABSOLUTE FREQUENCY</u>	<u>MEAN</u>	<u>STANDARD DEVIATION</u>
0.	144	4.9	1.70
1.	5		
2.	7		
3.	10		
4.	32		
5.	16		
6.	23		
7.	29		

81. Flexibility of staff in meeting individual parental needs

<u>RESPONSE</u>	<u>ABSOLUTE FREQUENCY</u>	<u>MEAN</u>	<u>STANDARD DEVIATION</u>
0.	158	4.46	1.62
1.	9		
2.	2		
3.	9		
4.	44		
5.	11		
6.	20		
7.	13		

82. Fees and charges

<u>RESPONSE</u>	<u>ABSOLUTE FREQUENCY</u>	<u>MEAN</u>	<u>STANDARD DEVIATION</u>
0.	144	5.17	1.63
1.	4		
2.	2		
3.	12		
4.	29		
5.	14		
6.	26		
7.	35		

83. How often do you participate in off-base community functions?

- |                           |                               |
|---------------------------|-------------------------------|
| 1 = Not at all            | 5 = A large amount            |
| 2 = A slight amount       | 6 = A very large amount       |
| 3 = A moderate amount     | 7 = An extremely large amount |
| 4 = A fairly large amount |                               |

<u>RESPONSE</u>	<u>ABSOLUTE FREQUENCY</u>	<u>MEAN</u>	<u>STANDARD DEVIATION</u>
0.	5	3.15	1.61
1.	32		
2.	75		
3.	73		
4.	24		
5.	28		
6.	17		
7.	12		

84. If you have children of youth activities age (6-18 years), to what extent are they satisfied with the activities program?

- |  |                          |
|--|--------------------------|
| 1 = Extremely dissatisfied             | 5 = Slightly satisfied   |
| 2 = Moderately dissatisfied            | 6 = Moderately satisfied |
| 3 = Slightly dissatisfied              | 7 = Extremely satisfied  |
| 4 = Neither satisfied nor dissatisfied |                          |

<u>RESPONSE</u>	<u>ABSOLUTE FREQUENCY</u>	<u>MEAN</u>	<u>STANDARD DEVIATION</u>
0.	100	4.75	1.28
1.	3		
2.	4		
3.	4		
4.	80		
5.	19		
6.	40		
7.	16		

Response choices to the following items were as follows:

- |                             |                              |
|-----------------------------|------------------------------|
| 1 = Not at all              | 5 = To a fairly large extent |
| 2 = To a very little extent | 6 = To a great extent        |
| 3 = To a little extent      | 7 = To a very great extent   |
| 4 = To a moderate extent    |                              |

85. To what extent does your spouse's job require him/her to do many different things, using a variety of skills and talents?

<u>RESPONSE</u>	<u>ABSOLUTE FREQUENCY</u>	<u>MEAN</u>	<u>STANDARD DEVIATION</u>
0.	4	5.09	1.42
1.	2		
2.	10		
3.	18		
4.	65		
5.	58		
6.	55		
7.	54		

86. To what extent does your spouse's duty hours disrupt your family life?

<u>RESPONSE</u>	<u>ABSOLUTE FREQUENCY</u>	<u>MEAN</u>	<u>STANDARD DEVIATION</u>
0.	4	3.61	1.74
1.	30		
2.	45		
3.	60		
4.	56		
5.	26		
6.	22		
7.	23		

87. To what extent is your attitude about your spouse's job an important consideration to him/her?

<u>RESPONSE</u>	<u>ABSOLUTE FREQUENCY</u>	<u>MEAN</u>	<u>STANDARD DEVIATION</u>
0.	1	5.50	1.34
1.	2		
2.	3		
3.	16		
4.	41		
5.	57		
6.	67		
7.	79		

88. To what extent is your spouse allowed to make major decisions that are required to perform his/her job well?

<u>RESPONSE</u>	<u>ABSOLUTE FREQUENCY</u>	<u>MEAN</u>	<u>STANDARD DEVIATION</u>
0.	7	4.97	1.45
1.	5		
2.	11		
3.	23		
4.	52		
5.	65		
6.	62		
7.	41		

89. To what extent are you proud of your spouse's job?

<u>RESPONSE</u>	<u>ABSOLUTE FREQUENCY</u>	<u>MEAN</u>	<u>STANDARD DEVIATION</u>
0.	2	6.16	1.07
1.	1		
2.	1		
3.	3		
4.	17		
5.	40		
6.	67		
7.	135		

90. To what extent do you consider your spouse's job as ideal for his/her educational background?

<u>RESPONSE</u>	<u>ABSOLUTE FREQUENCY</u>	<u>MEAN</u>	<u>STANDARD DEVIATION</u>
0.	6	4.91	1.62
1.	12		
2.	12		
3.	22		
4.	52		
5.	51		
6.	65		
7.	46		

91. To what extent would you be happier if your spouse was doing a similar job only as a civilian?

<u>RESPONSE</u>	<u>ABSOLUTE FREQUENCY</u>	<u>MEAN</u>	<u>STANDARD DEVIATION</u>
0.	8	3.51	1.84
1.	45		
2.	44		
3.	39		
4.	57		
5.	33		
6.	15		
7.	25		

92. To what extent would you like your spouse to change the job he/she is now doing, but remain in the Air Force?

<u>RESPONSE</u>	<u>ABSOLUTE FREQUENCY</u>	<u>MEAN</u>	<u>STANDARD DEVIATION</u>
0.	15	2.95	2.03
1.	87		
2.	49		
3.	25		
4.	34		
5.	17		
6.	13		
7.	26		

93. To what extent do you believe you enhance your spouse's promotion/advancement opportunities?

<u>RESPONSE</u>	<u>ABSOLUTE FREQUENCY</u>	<u>MEAN</u>	<u>STANDARD DEVIATION</u>
0.	7	2.79	1.60
1.	68		
2.	61		
3.	48		
4.	48		
5.	17		
6.	7		
7.	10		

94. To what extent do you believe that the pay and allowances earned by your spouse are commensurate to the job he/she performs?

<u>RESPONSE</u>	<u>ABSOLUTE FREQUENCY</u>	<u>MEAN</u>	<u>STANDARD DEVIATION</u>
0.	4	2.88	1.44
1.	51		
2.	70		
3.	47		
4.	59		
5.	23		
6.	10		
7.	2		

95. To what extent do your spouse's TDY assignments disrupt your family life?

<u>RESPONSE</u>	<u>ABSOLUTE FREQUENCY</u>	<u>MEAN</u>	<u>STANDARD DEVIATION</u>
0.	16	3.92	1.86
1.	22		
2.	43		
3.	45		
4.	61		
5.	16		
6.	27		
7.	36		

Response choices to the following items were as follows:

- |                                |                      |
|--------------------------------|----------------------|
| 1 = Strongly disagree          | 5 = Slightly agree   |
| 2 = Moderately disagree        | 6 = Moderately agree |
| 3 = Slightly disagree          | 7 = Strongly agree   |
| 4 = Neither agree nor disagree |                      |

96. My social activities with the spouses of fellow workers contributes to my spouse's job performance.

<u>RESPONSE</u>	<u>ABSOLUTE FREQUENCY</u>	<u>MEAN</u>	<u>STANDARD DEVIATION</u>
0.	5	2.81	1.86
1.	109		
2.	31		
3.	12		
4.	46		
5.	39		
6.	20		
7.	4		

97. My spouse's Air Force job has not allowed him/her to develop all the talents he/she has.

<u>RESPONSE</u>	<u>ABSOLUTE FREQUENCY</u>	<u>MEAN</u>	<u>STANDARD DEVIATION</u>
0.	2	4.08	1.84
1.	30		
2.	39		
3.	24		
4.	47		
5.	64		
6.	31		
7.	29		

98. My spouse has to devote more time to "staying competitive" for promotion by means of service schools, college degrees, etc., than does his civilian counterpart.

<u>RESPONSE</u>	<u>ABSOLUTE FREQUENCY</u>	<u>MEAN</u>	<u>STANDARD DEVIATION</u>
0.	2	5.34	1.83
1.	20		
2.	9		
3.	10		
4.	33		
5.	37		
6.	59		
7.	96		



99. My spouse's Air Force education has greatly improved his/her on-the-job production.

<u>RESPONSE</u>	<u>ABSOLUTE FREQUENCY</u>	<u>MEAN</u>	<u>STANDARD DEVIATION</u>
0.	4	4.71	1.50
1.	13		
2.	11		
3.	22		
4.	53		
5.	85		
6.	49		
7.	29		

100. I enjoy telling others about my spouse's Air Force job.

<u>RESPONSE</u>	<u>ABSOLUTE FREQUENCY</u>	<u>MEAN</u>	<u>STANDARD DEVIATION</u>
0.	1	4.9	1.54
1.	12		
2.	9		
3.	9		
4.	82		
5.	46		
6.	63		
7.	44		

101. My spouse has been under a lot of pressure as a result of his/her Air Force job.

<u>RESPONSE</u>	<u>ABSOLUTE FREQUENCY</u>	<u>MEAN</u>	<u>STANDARD DEVIATION</u>
0.	1	5.31	1.58
1.	13		
2.	8		
3.	9		
4.	29		
5.	68		
6.	70		
7.	68		

Response choices to the following items were as follows:

- |                                |                      |
|--------------------------------|----------------------|
| 1 = Strongly disagree          | 5 = Slightly agree   |
| 2 = Moderately disagree        | 6 = Moderately agree |
| 3 = Slightly disagree          | 7 = Strongly agree   |
| 4 = Neither agree nor disagree |                      |

102. My spouse's abilities are fully used in his/her current job.

<u>RESPONSE</u>	<u>ABSOLUTE FREQUENCY</u>	<u>MEAN</u>	<u>STANDARD DEVIATION</u>
0.	11	3.62	1.89
1.	44		
2.	38		
3.	55		
4.	26		
5.	33		
6.	44		
7.	15		

103. My spouse has an important job.

<u>RESPONSE</u>	<u>ABSOLUTE FREQUENCY</u>	<u>MEAN</u>	<u>STANDARD DEVIATION</u>
0.	10	5.44	1.67
1.	14		
2.	11		
3.	4		
4.	28		
5.	40		
6.	80		
7.	79		

104. Job security is the main reason I would encourage my spouse to keep his/her job.

<u>RESPONSE</u>	<u>ABSOLUTE FREQUENCY</u>	<u>MEAN</u>	<u>STANDARD DEVIATION</u>
0.	10	4.04	1.91
1.	36		
2.	35		
3.	25		
4.	36		
5.	57		
6.	43		
7.	24		

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THE INITIAL DEVELOPMENT OF A SPOUSE ATTITUDE SURVEY(U)  
LEADERSHIP AND MANAGEMENT DEVELOPMENT CENTER MAXWELL  
AFB AL J A MILLER ET AL. AUG 85

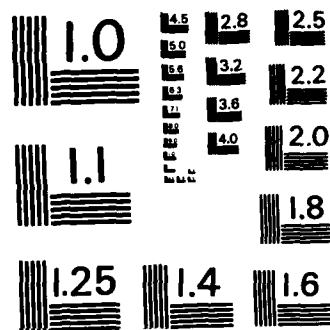
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MICROCOPY RESOLUTION TEST CHART  
NATIONAL BUREAU OF STANDARDS - 1963 - A

105. I am glad my spouse chose the Air Force as a career.

<u>RESPONSE</u>	<u>ABSOLUTE FREQUENCY</u>	<u>MEAN</u>	<u>STANDARD DEVIATION</u>
0.	8	5.23	1.63
1.	11		
2.	11		
3.	12		
4.	43		
5.	43		
6.	71		
7.	67		

106. My spouse should be paid more because of the importance of his/her job.

<u>RESPONSE</u>	<u>ABSOLUTE FREQUENCY</u>	<u>MEAN</u>	<u>STANDARD DEVIATION</u>
0.	8	5.74	1.38
1.	3		
2.	4		
3.	6		
4.	43		
5.	37		
6.	59		
7.	106		

107. It would take a sizeable raise in pay for my spouse to stay in the Air Force.

<u>RESPONSE</u>	<u>ABSOLUTE FREQUENCY</u>	<u>MEAN</u>	<u>STANDARD DEVIATION</u>
0.	21	3.60	1.87
1.	55		
2.	16		
3.	27		
4.	85		
5.	23		
6.	13		
7.	26		

108. My spouse's job is routine.

<u>RESPONSE</u>	<u>ABSOLUTE FREQUENCY</u>	<u>MEAN</u>	<u>STANDARD DEVIATION</u>
0.	11	2.76	1.68
1.	79		
2.	55		
3.	38		
4.	38		
5.	27		
6.	10		
7.	8		

109. My spouse's job is very important to the Air Force.

<u>RESPONSE</u>	<u>ABSOLUTE FREQUENCY</u>	<u>MEAN</u>	<u>STANDARD DEVIATION</u>
0.	10	5.69	1.45
1.	4		
2.	8		
3.	10		
4.	27		
5.	38		
6.	72		
7.	97		

110. I accept extended separation as a normal aspect of my spouse's job.

<u>RESPONSE</u>	<u>ABSOLUTE FREQUENCY</u>	<u>MEAN</u>	<u>STANDARD DEVIATION</u>
0.	9	3.38	2.05
1.	75		
2.	36		
3.	36		
4.	22		
5.	43		
6.	42		
7.	13		

111. My spouse's job is ideal for his/her educational background.

<u>RESPONSE</u>	<u>ABSOLUTE FREQUENCY</u>	<u>MEAN</u>	<u>STANDARD DEVIATION</u>
0.	10	4.18	1.85
1.	30		
2.	27		
3.	32		
4.	46		
5.	47		
6.	47		
7.	27		

112. My spouse's job requires too much TDY.

<u>RESPONSE</u>	<u>ABSOLUTE FREQUENCY</u>	<u>MEAN</u>	<u>STANDARD DEVIATION</u>
0.	23	3.73	1.69
1.	33		
2.	29		
3.	32		
4.	80		
5.	32		
6.	19		
7.	18		

113. Frequent separation due to TDY has caused serious problems within our family.

<u>RESPONSE</u>	<u>ABSOLUTE FREQUENCY</u>	<u>MEAN</u>	<u>STANDARD DEVIATION</u>
0.	25	2.73	1.92
1.	97		
2.	43		
3.	17		
4.	36		
5.	23		
6.	8		
7.	17		

114. My spouse has to devote more time to "filling the squares" than to doing the job.

<u>RESPONSE</u>	<u>ABSOLUTE FREQUENCY</u>	<u>MEAN</u>	<u>STANDARD DEVIATION</u>
0.	12	4.07	1.89
1.	31		
2.	36		
3.	24		
4.	46		
5.	58		
6.	26		
7.	33		

115. My spouse feels positive about his/her contribution to the Air Force.

<u>RESPONSE</u>	<u>ABSOLUTE FREQUENCY</u>	<u>MEAN</u>	<u>STANDARD DEVIATION</u>
0.	9	5.94	1.31
1.	7		
2.	2		
3.	5		
4.	12		
5.	38		
6.	86		
7.	107		

116. My spouse has to devote more time to his/her job than his/her civilian counterpart.

<u>RESPONSE</u>	<u>ABSOLUTE FREQUENCY</u>	<u>MEAN</u>	<u>STANDARD DEVIATION</u>
0.	11	5.28	1.70
1.	9		
2.	11		
3.	19		
4.	40		
5.	45		
6.	42		
7.	89		



117. I would encourage my spouse to extend his/her military career if there were fewer moves.

<u>RESPONSE</u>	<u>ABSOLUTE FREQUENCY</u>	<u>MEAN</u>	<u>STANDARD DEVIATION</u>
0.	10	4.46	1.71
1.	17		
2.	17		
3.	23		
4.	92		
5.	32		
6.	30		
7.	45		

118. My spouse has attained the status in his/her job he/she sought on entering the Air Force.

<u>RESPONSE</u>	<u>ABSOLUTE FREQUENCY</u>	<u>MEAN</u>	<u>STANDARD DEVIATION</u>
0.	10	3.94	1.95
1.	40		
2.	33		
3.	32		
4.	46		
5.	26		
6.	58		
7.	21		

119. Extended TDY has increased my spouse's interest in our family life.

<u>RESPONSE</u>	<u>ABSOLUTE FREQUENCY</u>	<u>MEAN</u>	<u>STANDARD DEVIATION</u>
0.	33	3.27	1.75
1.	64		
2.	20		
3.	13		
4.	92		
5.	21		
6.	13		
7.	10		

120. The strain of PCS moves on family life is an important factor in my spouse's career decision.

<u>RESPONSE</u>	<u>ABSOLUTE FREQUENCY</u>	<u>MEAN</u>	<u>STANDARD DEVIATION</u>
0.	11	4.47	1.94
1.	27		
2.	24		
3.	21		
4.	54		
5.	37		
6.	41		
7.	51		

**END**

**FILMED**

**11-85**

**DTIC**